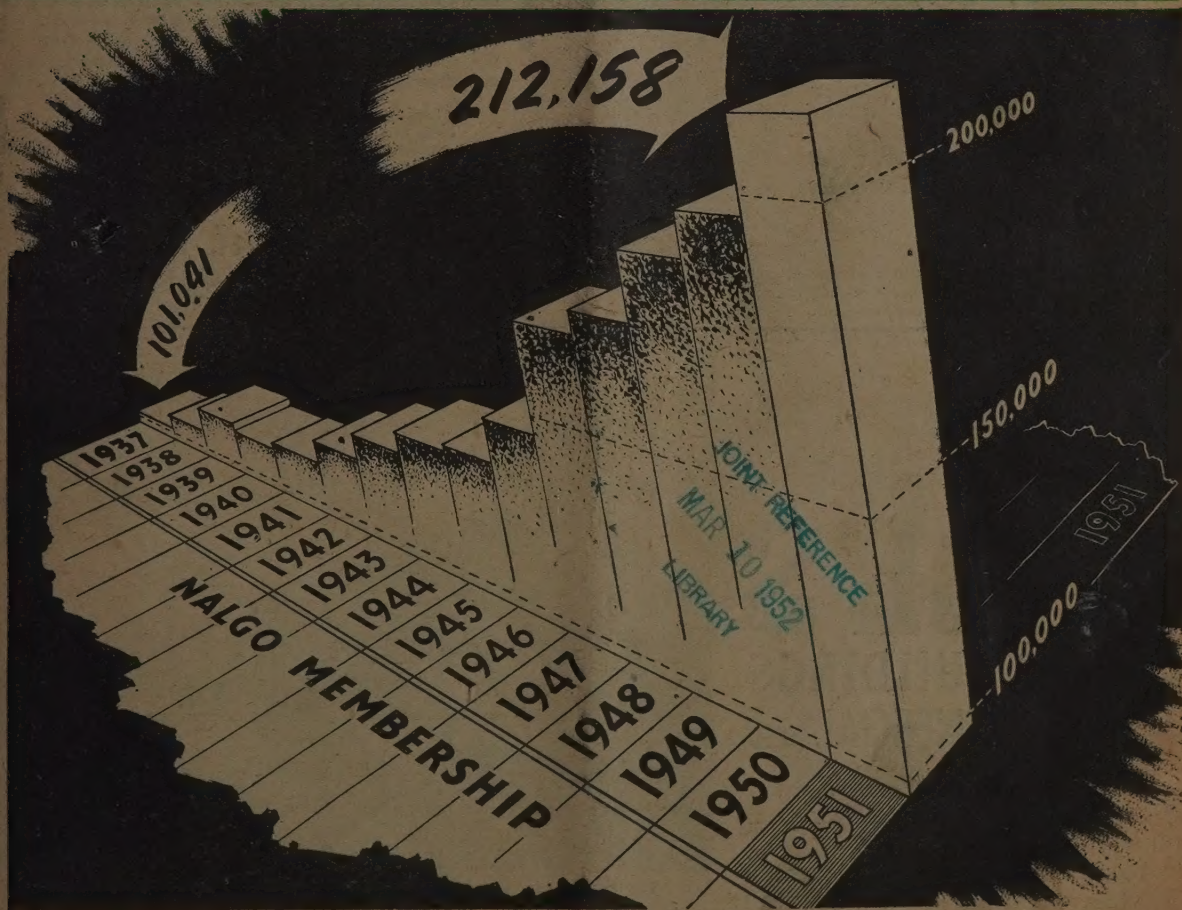


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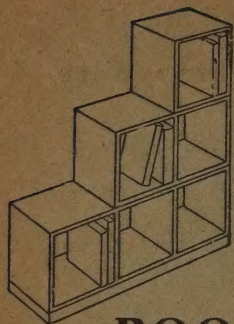
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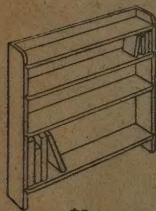


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212,158

THIS is the total of NALGO membership on October 31 last year, when branches made their annual census. The count, completed last month from branch returns, shows an increase over the 1950 figure of 15,102—the third biggest increase in the Association's history, having been exceeded only in 1947, when the previous year's decision to admit to membership officers of the nationalised hospital and public utility services brought an immediate influx of 25,000, and in 1919, after the first world war.

Since 1946, Association membership has expanded at a rate never before equalled. Whereas we gained 27,804 members in the six years between 1935 and 1941, and 27,553 between 1925 and 1931, we have added no fewer than 77,794 between 1945 and 1951. If it be assumed—as the above figures and pre-1946 experience suggest—that the "normal" accretion of local government members is at the rate of between four and five thousand a year, then the widening of the field of recruitment has brought at least 50,000 new members in the nationalised services, quite apart from those transferred from local government.

This is a remarkable achievement, establishing the Association more firmly than ever as the greatest trade union of non-manual workers and one with strength and influence without rival in its wide-ranging field. It is an achievement, too, which gives the lie direct to those Jeremiahs who feared that the development of national in place of local bargaining, and the natural discontents

induced by rising prices and more slowly rising salaries, would lead to a decline.

Nor are we yet anywhere near the peak of our possible strength. Though district committees have not yet completed their investigation of total potential membership, there is ample evidence to show that, in every service, there remain many still to be recruited. The potential may well be the quarter million foreshadowed at the Brighton Conference in 1946. If district committees, branches, and—most important of all—departmental representatives, will continue and intensify the good work of the past twelve months, we shall reach the goal. The latest figure, with its evidence of ever-growing strength, will fortify them for the task.

Every district has shared in the advance, South Eastern again leading with an increase of 12.6 per cent, closely followed by Eastern with 10.7 per cent; in none is the increase less than 5 per cent. Of the total of 212,158, 67,539—just under one in every three—are women; a mighty army in the fight for equal pay.

Salaries slowly rising

Though the old subscription scales, which applied until November 1 last year, provide an inadequate basis for the assessment of salary trends, division of the membership among them gives some indication of the effect of last year's salary increases. In 1949, 44 per cent of members had salaries of less than £350 a year. In 1950, this proportion had been reduced to 42.5 per cent; last year it was 40.8 per cent. At the other end of the scale, the proportion earning more than £450 had increased from 23.1 in 1949 and 25.7 in 1950, to 27.3 per cent. in 1951.

This gradual improvement is gratifying, but gives no cause for complacency. Nobody—and the employers no less than their staffs—can be satisfied with a position under which three-quarters of the administrative, professional, technical, and clerical officers of the nationally vital health, local government, and utility services are getting less than £9 a week, and four in every ten less than the average manual worker's earnings of £7. It is to be hoped that the local government employers—who were to consider the latest salaries claim on February 26, after this "L.G.S." had gone to press—will set an example for others to follow.

They have been warned

IT IS TO BE HOPED, too, that they have read, and digested, the report of the examiners on the result of the first Intermediate Administrative Examination, held last October. It provides striking confirmation of the accuracy of NALGO's warning, eighteen months ago, that current salaries were making it impossible for local government to recruit officers of the calibre which modern conditions demand.

Of 283 candidates who sat for the examination—after 49



had withdrawn—only 137 passed. The highest pass rate, of 54 per cent, was in the 25–34 age-group, the lowest, 37 per cent, in the 20–24 age-group, suggesting that those recruited since 1946 are of a lower quality than those recruited in earlier years.

It is significant that students of the NALGO Correspondence Institute did much better than the others. Of the 48 who sat the examination, 30 passed—giving a pass rate of 62 per cent, compared with a rate of only 41 per cent for the remainder.

Of the papers, the examiners have little good, and much ill, to say. For example:

*Local and Central Government:* A few very good scripts, but a . . . high proportion of really bad scripts . . . In very many instances grammar and spelling were deplorable . . . Not a few of the arguments put forward were unintelligible . . . A large group . . . were below any reasonable standard either of general or special knowledge . . . a large number had really no knowledge of the essentials of central government since 1900 and no knowledge of anything at all for the period before 1900.

*Essay and Précis:* The upper group had the total competency required . . . Those in the middle range revealed honest effort and some mental alertness, but were impeded by narrowness of experience and restricted expression. It was evident from the semi-literacy, poverty of effort and, in a few instances, cheapness of tone, that those in the lower ranges had no conception of the standard of the examination.

*Economics:* Work . . . of moderate quality. Most of the candidates had a fair knowledge of elementary text-book economics, but few had any analytical skill.

*Mathematics:* While a few . . . reached a high level . . . many . . . showed but the vaguest acquaintance with the subject.

Comments like these, echoing the reports of previous local government examinations, hardly suggest that current salaries are fulfilling the avowed aim of the Charter to "attract to the service entrants of the type required to meet the future needs of local government" and "to maintain and strengthen public confidence in the service—its efficiency, its integrity, and its well-being." They are not the comments of perfervid NALGO propagandists eager to establish a case for higher pay. They are the reflections of the examiners appointed by the Local Government Examinations Board, set up by the National Joint Council for the service.

## Prophet with honour

WISE WORDS on trade unionism in the local government and health services, combined with an unexpected and generous tribute to NALGO, are published by BRYN ROBERTS, General Secretary of the National Union of Public Employees, in the current number of his union's journal.

After drawing attention to the extraordinary number of trade unions and "so-called trade unions" in these two services—"about as many as there are in all other services and industries put together"—he adds:

"Whatever advantages these small organisations achieved by local efforts when remuneration and working conditions of salaried and manual staff were decided by the local hospital committee or the local council, such advantages are no longer obtainable. Now that joint negotiating machinery has been set up to determine on a national basis the salaries and working conditions of all sections of the local government and health services, these numerous organisations . . . are unable to play an effective part . . . Many . . . have no longer any real trade union purpose to serve . . . Indeed, their continued separate existence, in the changed conditions of today, hinders rather than helps . . .

"These small organisations . . . by splitting the organised

forces, weaken such forces and thus retard the general growth. They could, however, make a great contribution towards the furtherance of trade union purpose if they now merged with one or other of the more representative organisations . . . either N.U.P.E. or NALGO."

"In the past," Mr. Roberts continues, "we have, metaphorically, heaved many a brick at NALGO. Even now we regret that it remains an isolated organisation having no ties of affiliation to either the trade union or the Labour political movement. But . . . it has . . . established itself as an organisation of great influence in the public service, and in negotiation . . . we have found its representatives co-operative, efficient, and dependable.

"Although N.U.P.E. and NALGO are in friendly competition in respect of the clerical and administrative grades, we readily acknowledge that NALGO is the appropriate organisation for the managerial sections of the two services, but as to whether it is able at all times to reconcile in its salary and other claims the interests of the top layers as well as the lower layers we offer no comment!

"N.U.P.E. and NALGO . . . between them represent a membership of nearly half a million. The remaining public service personnel . . . are attached to an amazing medley of organisations . . . All sections . . . suffer as a result of this state of affairs, and it is truly remarkable, having regard to the high standard of intelligence of local government and health service workers, that they should allow it to continue."

Whilst Mr. Roberts will not expect us to agree with all his comments, we can certainly both endorse his main argument and echo his reference to the friendly character of the competition between our two organisations. It has not always been friendly—we, too, have heaved bricks in the past—but in recent years the two unions have come closer in serving a common objective, and there is no reason why they should not now agree to share the field between them, to their common advantage and to the enduring benefit of their members.

## Electricity shows the way

THE ELECTRICITY National Joint Advisory Council has broken new ground in more ways than one. When formed, three years ago, it pioneered a new and progressive development of public service Whitleyism, bringing such important subjects as education, training, service efficiency, and staff safety, health, and welfare within the scope of joint consultation between management and employees. Now, as L. G. MOSER records on page 80, it has agreed to a streamlining of its machinery and procedure, designed to simplify its working—the number of committees, for example, is reduced from five to two—to give more weight to local circumstances and wishes, to secure readier acceptance of its recommendations, and to gain the interest and support of the whole of the staff by regular meetings to which its activities will be reported.

More important than the changes themselves, however, is the fact that so young a body should be prepared to learn from its experience and to adapt itself to fulfil, as efficiently as it can, the purposes for which it was created. Early weaknesses are inevitable in every pioneer venture, and revision of first ideas is often desirable. But it might be a good thing were some of the older consultative and negotiating bodies—including the Whitley Councils—equally ready to learn from experience and to make themselves more effective and efficient. That is a task in the performance of which the staff sides should be able to offer useful advice.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.



# How NALGO helped to create the local government service

The unique part played by NALGO in creating Britain's local government service is described by H. Warren, the Association's general secretary, in an article written at the request of the Colonial Office for "The Journal of African Administration." We publish a condensed version.

PURSUANCE of our national colonial policy, new institutions for democratic local government are being introduced in many of our African territories; but there is a growing realisation there that these cannot be successfully implemented unless an efficient local government service is built up, with appropriate standards of every kind. Recent reports on African conditions have pointed to the establishment of such a service in the United Kingdom and taken general note of the part played in this achievement by organisations of local government officers themselves. It was this theme which the Colonial Office invited Mr. Warren to take up.

Fifty years ago, he points out, there was no such thing as a local government service in Britain. There were 500 or more separate local authorities, each with its own staff, among whom "recruitment was disorderly, nepotism and patronage were rife and . . . the bulk of the subordinate grades were wretchedly paid and their educational standards were deplorably low."

Today, although the service remains an aggregate of local staffs, locally appointed, it is "governed by uniform requirements, establishing uniform standards on salaries, service conditions, recruitment, training, promotion, conduct, discipline, and a variety of other matters." It is, therefore, a service.

## Impetus from the staffs

That transformation has been achieved not by centralisation and prescription, nor, in the main, by the action of the local authorities. It is primarily the creation of local government officers themselves, through NALGO.

"It is true to say," writes Mr. Warren, "that the local government service of the United Kingdom is almost entirely the product of staff organisation and, indeed, over the bigger portion of the field, of staff organisation in the form of trade unionism. True, little or nothing could have been achieved without the eventual co-operation of the local authorities; . . . But the impetus came from the staffs, through the organisation, establishment, and growth of their own organisations . . . through the early struggle of these organisations for recognition . . . and through the deployment of their policies . . . towards the building up of a service with standards of education, training, qualification, and conduct, concurrently with the pursuit of the service conditions objectives typical of the trade unionism."

Nor could the service have been created without the Whitley machinery for joint negotiation and consultation between the local authorities and the staff associations.

"But here again," Mr. Warren points out, "the impetus came through staff organisation. It took a long time to induce 500 local authorities . . . to participate in machinery of this kind. This, however, was the goal of . . . NALGO almost from the first."

"The local government service is certainly the product of Whitley machinery; but it is equally true that Whitley machinery

itself is the product of staff association policy. And both local government trade unionism and local government Whitleyism are unique . . . in their studied and deliberate concern with the establishment and development of service standards . . ."

Going on to deal in greater detail with NALGO itself, Mr. Warren points out that it is, in many respects, unique.

"It is the largest organisation of black-coated workers not only in Great Britain but in the world. It is unique in catering for all grades of local government officers, from . . . clerks . . . to the chief officers of the largest authorities . . . There is thus . . . no splitting up of various levels of the service among different trade unions, as happens in the case of the civil service."

## All-ranks union improved discipline

Finally, after describing the Charter, its appeals machinery—which has dealt "the death blow to nepotism"—the work of the Local Government Examinations Board, and NALGO's great work in the education of all ranks of the service, Mr. Warren discusses the fears expressed in the early days of the idea of associating chief officers and the rank and file in the one organisation.

"Any fears of this kind," he writes, "have long since been dissipated. The rank and file, even those who themselves could perhaps be stigmatised as the untrained, loyally followed the ideal of a trained service adumbrated by the Association's pioneers. They have, of course, been wise enough to see that the pursuit of standards in matters such as training and qualification is a policy of enlightened self interest in the long run. In any event, the inclusion of chief officers has had an educative effect upon the rank and file, while at the same time giving subordinate staffs a sense of confidence in their chiefs through their identification with a search for fair treatment for all grades."

"Any earlier fears on the part of the local authorities that the existence of a comprehensive trade union would undermine discipline have proved to be unfounded. As a matter of fact, discipline has been improved by the existence of such an organisation. All ranks of the service have been brought into a recognition of their collective responsibility to the public and the local authorities, and of the need for co-operation and reciprocal loyalties in their discharge of the local authority's work. The rank and file have been accorded an intelligent human insight into the functions and responsibilities of the chief officer. The code of conduct originally adopted by the Association itself, and now written into the 'Charter,' declares in its opening sentence that 'it is the first duty of a local government officer to give his undivided allegiance to the authority which employs him.' The rubric must be interpreted in relation to each officer's functions, and the effect is, therefore, that the rank and file acknowledge the responsibilities and duties which fall to the chief officer in maintaining discipline, and even in advising the authority without fear or favour in many staff matters which have an impact on the rank and file themselves."

On the grounds of well-tried experience in the United Kingdom, Mr. Warren urges African personnel to follow the NALGO pattern of a comprehensive organisation for all grades of officer, supplemented by appropriate forms of professional and technical institutes.



## HEADQUARTERS AT WORK—4.

**NALGO's treasury**

WHEN WE WERE invited to tour Headquarters' finance department to see how it works, we knew we should be impressed. We have always been awed by those gifted sons of Euclid who in a few subtle, silent reckonings, can convert fractions into decimals and decimals into percentages with the ease of a chameleon changing colour.

Now, we thought, we shall be confronted with an army of these wizards, for we knew already that NALGO's finance department manages funds greater than many local authorities, and that it is the largest department at Headquarters, employing a quarter of the total staff and occupying more than a fifth of the York Gate premises.

This seemed no more than reasonable when we considered that, while each other department gives a specialist service and, apart from a general co-ordination of policy, seldom needs to concern itself with the activities of the rest, the finance department—the receiver, guardian, and disbursing officer of all Association monies—is much concerned with the activities of them all.

Whether a member applies for legal aid, invests in or borrows from the Building Society, studies with the Correspondence Institute, visits the holiday centres, contributes to the Provident Society, convalesces at Knole Lodge, seeks help from the Benevolent Fund, insures with Logomia, or buys goods or publications from the special activities or public relations departments, the finance department is concerned. Similarly, the needs of all departments—postage, stationery, office equipment, expenses of staff and N.E.C. attending meetings, all activities, in fact, requiring any expenditure—are also its concern. All the title deeds and mortgages of nearly 10,000 properties, and numerous other documents of title, are held in the department's strong-room.

So we learned that, last year, the finance department

managed for the Association and its ancillaries a total income of nearly £4 million and an expenditure of over £3½ million. It issued 125,000 receipts and 46,000 cheques; scrutinised 2,000 orders; paid and recorded 4,000 accounts; audited 42,000 passbooks; rendered accounts to 3,000 holidaymakers, convalescents, students, and others; checked over 1,200 branch returns of membership and subscriptions; and controlled over £3 million invested funds.

First on our tour, we met the financial officer himself, JOHN JENKINS, who joined the department in 1931, when NALGO boasted just over 60,000 members. During the war, he served with the Royal Air Force, and, soon after his return, he succeeded H. G. BAKER, the Association's first accountant, who retired in 1947.

We could write an article on his duties alone, but briefly, like all NALGO's chief officers, it is his function to supervise his staff (53 of them), to see that the instructions of the National Executive Council are carried out, and, in consultation with his committee and the honorary treasurer, to advise the Council both on financial questions and its investment policy.

Mr. Jenkins' appointment as financial officer coincided with the Association's decision to extend eligibility for membership to all officers of the newly nationalised health and utility services. The consequent influx of members put an even greater strain on already outmoded financial methods and, on his advice, the department was reorganised, large-scale mechanised accounting was introduced, and a more precise system of controlling expenditure against approved estimates brought into force.

The department, which is run on much the same lines as a local authority treasurer's department, now has five main sections: cashiers, internal audit, claims (including staff salaries and wages) accounting, and machine accounting. It was this last section that impressed us most. We gathered from MRS. MARJORIE MANN, the supervisor, that these electrically-driven machines can perform, accurately, at high speed, the repetitive calculations once laboriously worked out by human and more fallible labour. This—the Hollerith system—is based on series of punched cards, each hole in every card representing a letter or figure which, when interpreted, gives the desired information. 300,000 of these cards are maintained in the section's files.

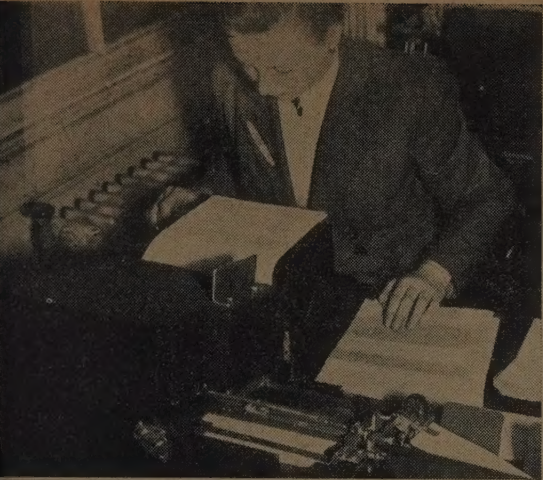
Once the cards have been punched they can be fed into the machines, which are capable of posting accounts on ledger cards at the rate of a thousand an hour; adding up 900 figures a minute; calculating interest on various amounts at 100 a minute; checking the numerical order of 12,000 cards an hour; tabulating amounts at £50 a minute and listing them at 4,800 an hour.

Our brains awl, we sought refuge in the comparative haven of the unmechanised accounting section across the hall. Here, supervised by MISS GRACE MELVIN, the intricacies of the personal accounts of borrowers, life assurance policyholders, and members of the Provident



The Association's financial officer, J. E. JENKINS, discusses the day's post with his secretary, Miss P. KING.





Details of an account are recorded on a punched card for mechanised accounting.

society are dealt with—how much do I owe? how much to redeem my mortgage? are questions answered by the dozen every day—together with the bills and records of holiday centre and convalescent home bookings, B and O Fund grants and loans, and Logomia's hire purchase scheme. Upstairs, in the claims section (more familiarly known, perhaps, as the invoice section in most local authorities) we found ERIC BONE, sectional head, and six assistants. To him gravitate all accounts for goods received or work done in any part of the Headquarters organisation. Whether it is the blood-bespattered bill for £5 from the Croydey butcher or the £2,500 account for printing and distributing one issue of "L.G.S.", the procedure is the same. It is first certified by the receiver of the goods or service, then it is scheduled against the code number for the particular activity, and examined by the internal audit section and the financial officer. Next, the cheque is drawn by the cashier, and that is checked by internal audit, signed by the financial officer, and sent off. The amounts and their codes are then punched on cards and analysed by machine, and ultimately absorbed into the final analysis of income and expenditure. All orders, in whatever department they are originated, so pass through this section for checking that the proposed



Refiling into the main files, at 12,000 an hour, cards which have been separated for special analysis and from which information has been abstracted.



expenditure comes within the year's approved estimate. On then to the internal audit section, under ARTHUR MARSHALL, chief internal auditor. Here, heads were bent over large books of contribution account balances and members' pass-books, for the annual audit for the Building Society and Provident Society was in progress. In addition to pass-book auditing, and the routine scrutiny of all daily cash receipts, accounts and cheques, this section checks the arithmetical accuracy of more than 1,200 annual branch subscription lists and summary sheets, abstracts information on size of membership, and agrees the cash with that recorded in the Headquarters branch ledger. These returns are due in by the end of the year, December 31: any received after that must be excluded from the year's figures. Records of holiday centre finance, prepared from the original booking forms, are also examined, and every year officers visit the holiday centres, the private hotel, and the convalescent home to vet the books.

We reached the cashier's section just as DOUGLAS PULLING, chief cashier, was putting the afternoon cash

(Continued at foot of next page)



## Scope for enterprise—in road safety

by R. M. EVANS, county road safety organiser, Glamorgan.

YEARLY road accident casualties now exceed 200,000, and more than 5,000 of the people involved die from their injuries. Such great numbers, coupled with the realisation that the volume of road traffic is ever increasing, leave no doubt that there is still scope for enterprise in the road safety efforts of local authorities.

All concerned, councillors and officers, have a difficult problem to solve, for none can fail to be impressed by the fact—borne out by statistics—that nine out of every ten of the accidents today are primarily due to the fault of individuals, and their disregard of the highway code. Because that is so, no effort made to educate the public, by propaganda or any other means, is a waste of time.

In Glamorgan we think that a road safety campaign can be effective only if all borough and district councils, with their intimate knowledge of local conditions, take part. The ideas and suggestions of 24 district road safety committees, covering all the borough, urban, and district councils in the county, are co-ordinated by the county road safety committee, which also receives ready advice from representatives of the education, roads and bridges, and other county council committees, the local officer of the Royal Society for the Prevention of Accidents, and other people who are co-opted because of their special interest in the problem. There may be better schemes than ours, but,

whatever the machinery, the primary function of any accident prevention council is to educate the public in correct road behaviour by the best means it can devise.

By the best means it can devise . . . and there, undoubtedly, lies the greatest scope for enterprise. There are few hard and fast rules, and, as an organiser, one of my problems is to decide what media to use, and how to direct it at my public. I split my propaganda into two types. First, background propaganda, aimed at maintaining a general awareness of road safety problems by means of posters, slogans, exhibitions, pageants, window displays, processions, and stunts. Second, the direct approach through films, press, and lectures.

Take the organisation of background propaganda and window displays. At one end of the scale, you have the village shop, where you are fortunate if you can squeeze your hand and one arm through the tiny door at the back of the window, and where it seems such a shame to cover up a striking poster declaiming that "Kitchener Wants You"! At the other extreme, there is the highly polished establishment where the manager airily points out a window which could comfortably house the annual Conference, and disappears. It has been said that the loneliest place in the world is the centre of a boxing ring . . . I disagree. It is an empty shop window when you stand in it like a frustrated goldfish frantically seeking inspiration!

### NALGO's treasury—continued.

and cheque receipts into the small leather purses ready for deposit in the bank's night safe. This is, of course, the counting house: all registered post and letters enclosing postal orders and cheques are first seen by the cashier, who, with an assistant, is present in the room where the post is opened. After the monies have been verified with the amounts quoted in their accompanying documents, the information is listed against the income code number of the fund for which it is intended. Official receipts for each fund are written on a Burroughs machine, which simultaneously produces a receipts sheet and summary of fund allocations. A combined summary of credits is passed to the machine accounting section, where the information is punched on cards, which in turn are brought to the income analysis each month.

Lastly, we made a brief call on two senior accountants, CYRIL RING, assistant financial officer, and WILLIAM LAKE, who, in addition to preparing the annual accounts (which spread over 45 pages of the 1950 Annual Report) and numerous financial reports for the committees of the Association, help to ensure that the NALGO finance machine runs on its proper course.

That completed our tour. It was impressive, sometimes bewildering, always pleasant because, despite the volume of work, nobody seemed harassed or out of temper—a tribute, surely, to the excellent organisation.



In a miniature street layout, complete with houses, traffic lights, and pedestrian crossings, sixteen mice show the humans how easy it is to follow the highway code.



I always incorporate animated display units wherever possible, and the assortment of electrical plugs, sockets and adaptors that have to be carried to provide for all contingencies is amazing. I shall never forget the look of horror that spread over the face of the manager of a gas showroom when I suggested that he might have just one electricity point available. He eventually sportingly admitted that there were people existing under primitive conditions in the flat above who still used electricity! A long lead of strictly non-regulation type was the answer, although for one anxious moment I thought the manager was going to insist that it be disguised as a gas pipe.



The Royal Society for the Prevention of Accidents hires exhibitions of various types—both static and mobile—and nothing is required of an organiser but to find a suitable hall, or map out an itinerary, and take care of publicity. I will pass over the occasions when the hall was big enough but the door was not, when the local mains supply was D.C. but the exhibits were all A.C., and when the cinema van got itself bogged on a school lawn. Horrible moments all, but the shows went on.

With justifiable pride, I mention the trained mice exhibit at the Royal Welsh Agricultural Show last summer. The full project consisted of a large marquee, housing various exhibits, including an automatic cinema next to which was an enclosed space for performances given by the National Canine Defence League's dogs and road safety team. It was sponsored by the South Wales and Monmouthshire road safety committees, and the planning and the on-the-spot execution fell to the lot of the County Organisers for Monmouthshire and Breconshire, the Royal Society's representative, and myself. The main attraction was a miniature street layout, complete with houses, a school, pavements, intersections, traffic lights, and pedestrian crossings inhabited by sixteen mice: just ordinary pet mice bought over the counter, of various colours, sizes and dispositions—but the same smell. They were installed in their new home a few weeks before the show for settling in and "training" for their roles as model pedestrians. Then, before a gaping public, they scurried around, *always* keeping to the pavements and *always* using the pedestrian crossings, beneath the slogan, "If the mice can do it, you can."



For three days the marquee was crammed. It was impossible to estimate the total attendance, although one newspaper gave a figure of 30,000. The idea was not entirely original, for it had been successfully done by a Scottish authority. Many ingenious and amusing theories on the training procedure were bandied about, and a lot of nonsense scribbled in reporters' notebooks and eventually published, but it was, nevertheless, excellent publicity.

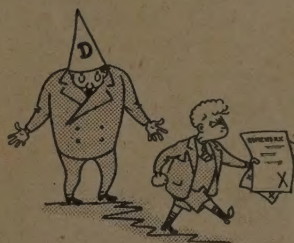
It is difficult, and sometimes disappointing, to try to convince the public that they are bad road users but, since setting up the road safety committees and intensifying local propaganda, we have succeeded in good measure. Although

there were a million road casualties from the end of the war to June 1951, there were 1,350,000 in the same period before the war, and that despite the fact that 1,117,000 more road vehicles were licensed last year than in 1939.

In 1950 all road casualties rose by 14 per cent compared with 1949. But in 15 police districts casualties were reduced by between one and 36 per cent. In two county districts deaths were reduced by 26 per cent. *In all those districts there is an active road safety committee and a keen organiser.* On the other side of the picture, there were eight counties where the increase was between 14 and 45 per cent; *none had road safety committees.* Latest figures show that, of 1,284 highway authorities, more than 1,000 have road safety committees. But there is still a need for organised effort, and the number of casualties will certainly be reduced if every authority plays its part.



Traffic is all of us, whether we walk, ride, push a pram, drive a car, or bowl a hoop, and we, the individuals, make up the traffic problem. It is our own behaviour which makes the roads safe or unsafe. Valuable work is being done by education authorities, the police, local authorities, and ROSPA, but the problem finally rests with every individual. Will you see that your behaviour, when walking, driving, or riding, is a perfect example of good road-sense to others, especially the children? Do so, and you will be playing your part to reduce the terrible toll of the roads.



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# OPEN LETTER to members of the National Federation of Hospital Officers

DEAR FEDERATION MEMBERS,

You are officers employed in the national health service. Your salary scales and your conditions of service are negotiated through the Administrative and Clerical Staffs Council and the General Council for the Service. Your Federation is not represented on either Council. It plays no part in negotiations.

Why is this? One reason is that the Whitley method of collective bargaining in the service was secured by the efforts of trade unions and professional organisations before the national health service was established. Another is that the system of functional joint councils which operates in the service was negotiated and set up before the Federation was formed.

When the service was inaugurated on July 5, 1948, a complete system of Whitley councils was agreed and formed. What was needed was unity—more unity, not less. Whatever the motive of the clique of senior officers who formed your Federation—not one of whom had previously played an active part in trade unionism—the result has been to create doubt, division, and disunity. It has not helped the staff sides in their negotiations with the management sides. It has hindered.

## Baseless claims

Meanwhile claims have been and are being made by the Federation for which there are no grounds whatever. Let us examine some of them.

In January, it circulated a document severely criticising the salary scales agreed by the Administrative and Clerical Staffs Council. You were asked to distribute this document "amongst those of your colleagues who are not members of the Federation."

The document is a mass of cloudy generalisations. The few definite statements it makes are inaccurate. For example:

*"The new salary scales . . . are so unbelievably complicated that they cannot possibly be understood by the rank and file to whom they apply."*

You will appreciate this reflection on your ability to read and understand the scales. You may feel, when you have read this letter, that it is the Federation which lacks understanding.

*"Bad scales should be resisted, and in this case the Federation is the only trade union that can give a lead."*

The authors of the document know that the Federation can give no "lead." For it has no part in the negotiating

machinery. All it can do is to foment disunity by circulating inaccurate and misleading statements.

*"The other trade unions negotiated and accepted the rates. If they had not been satisfied with them, they could have appealed to the Industrial Court."*

Any trade unionist could have told the authors that no union can appeal unilaterally to the Industrial Court. The Industrial Courts Act, 1919, provides that appeals can be made only by consent of both parties to a dispute. The staff side could have agreed with the management side the terms of a reference to the Industrial Court, but the negotiators decided against this course, for good reasons.

*"If a sufficient number of hospital officers give their support . . . if necessary we shall go to the National Arbitration Tribunal."*

The Federation will find it difficult, for the National Arbitration Tribunal was abolished on August 14, 1951.

It has been replaced by the Industrial Disputes Tribunal. But your Federation cannot "go" to that, for action under the Order on behalf of administrative and clerical staffs in the national health service can be taken only by a trade union which is represented upon the Administrative and Clerical Staffs Council. The Federation is not represented upon the Council nor upon any joint negotiating body connected with the national health service.

## Scales best obtainable

No organisation which is represented upon the Staffs Council is satisfied with the salary scales. But they were the best that could be secured by negotiation and, in the judgment of responsible and experienced staff representatives, nothing more—and probably less—would have resulted from arbitration.

It is easy for an unrecognised and irresponsible organisation to criticise. It is unlikely that a body which appears not to understand the Industrial Courts Act, or which threatens to go to a tribunal six months after its abolition, would negotiate more successfully than experienced organisations which know the facts.

It is time to expose the fantastic claims made by your Federation. Its official journal for January, 1952, stated:

*"Particularly in evidence during the year [1951] has been the growing recognition of the Federation as an authoritative hospital body not only at the Ministry itself, but elsewhere. We have been asked on many occasions to give advice on hospital matters, to*

*nominate a member for this or that committee, and so on . . ."*

There is a strange reticence about the occasions when the advice was given, what the advice was about, what "this and that committee" were, or what "and so on" means. The fact is that the Federation is not represented upon any negotiating body for any section of the national health service.

## Prevarications exposed

Whenever the Federation gets from the general to the particular, its prevarications are exposed. Thus, its official journal for June, 1951, stated:

*"The Federation has long pointed out the inadequacy of the salaries agreed by the Administrative and Clerical Whitley Council for clerical and administrative staff. Particularly we have taken exception to the General Division salaries being determined by age, and lack of a reasonable salary for the young man in A.P.T. Largely because of the unanswerable arguments incessantly reiterated by the Federation, the management side agreed to review the position. As a result, these salaries have now been reconsidered by the Whitley Council concerned and very shortly new rates of pay will be published. It is probable that these will provide for the maximum to be reached in the General Division at the age of 25, and for reasonable increases in the Clerical and A.P.T. Grades. We have no doubt that all the trade unions on the staff side of the Whitley Council concerned will cry 'Alone I did it.' No one trade union can, in fact, say this with truth; and although the Federation does not claim that its influence alone brought it about, it at least had a very great deal to do with it."*

This is a very different story from that told now. Then (when the Federation was unaware of the new rates of pay shortly to be published) it claimed to have had "a very great deal to do with it." Now, "the other trade unions negotiated and accepted the rates." In fact, the Federation had nothing whatever to do with either the claim or the settlement.

To make this perfectly clear, the staff side wrote to the management side of the Council, and the management side replied:

*"You wrote to me on October 1 about a statement which appeared in the Headquarters News Bulletin No. 3 of the National Federation of Hospital Officers which implied that the Federation had been in touch with the management side in connection with the*

*(Continued at foot of next page.)*



# To start you talking! . . .

Have you any ideas about your service, or NALGO, likely to start your colleagues talking? Here are two. We invite more, and will pay for all published.

## Widen the field of promotion

urges G. E. RIVERS, Devon C. C.

THE HOUSING shortage has had a twofold effect on promotion in the local government service. On the one hand, it has benefited those in the lower ranks by compelling local authorities, unable to persuade a "foreigner" to face the high cost of finding accommodation in a new area and moving to it on a comparatively low salary, to promote promising young men from their own staffs. On the other hand, it has deterred those in the middle ranges from seeking the normal avenue of promotion by obtaining posts in other towns, and has thereby created a bottleneck among those who may be claimed to be the "backbone of the service." And this leads to dissatisfaction, which is bad for the individual and the service.

Is there a remedy? I think there is. It is to be found in an extension of the National Joint Council recommendation that: "... upon a vacancy arising in a department . . . the staff of each department should be notified . . . and consideration given to applications received from officers in the employ of the authority."

Most local government offices are in

towns. And these towns often contain the offices of other local authorities and of the allied services of electricity, gas, transport, hospitals and, possibly, water.

I suggest that when a vacancy arises in any of these allied services—including, of course, local government—it should be notified to the staffs of all within, say, a ten or fifteen miles' radius. In this way, officers would obtain a larger field of promotion to better posts. For example, an officer might be glad to move from Redway borough council in the High Street to the electricity board in Market Street—or even ten or fifteen miles away—for a salary of £25 a year higher, whereas he would not dream of moving, for the same increase, to the other end of the country. This scheme would be of equal advantage to the employer, since it would lead to keener competition and give him the pick of a larger number of applicants.

What of the objections? The main one would probably be that a clerk in the town hall would not be fitted for a post with the hospital board, and *vice versa*. I do not agree. Specialisation is confined, in the main, to those in the higher salary ranges, and there are many of "general" and junior administrative posts, the qualifications for which—good clerkship, conscientiousness, and attention to duty—differ little between one service and another.

## Federation of Hospital Officers

Continued from previous page

revision of clerical and administrative salaries.

"The management side have had no contact with the Federation in this matter."

Your Federation ignores the fact that an officer who is dissatisfied with his grading has a right of appeal, first to his immediate employing authority, and second, through—and only through—a trade union represented on the Administrative and Clerical Staffs Council, to a regional appeals committee and, in the event of disagreement, to the national appeals committee. If the appeal is still not settled, a trade union represented on the Administrative and Clerical Staffs Council can then report a dispute under the Industrial Disputes Order, 1951, for reference to the Industrial Disputes Tribunal.

Since your Federation is not represented

on the Joint Council, neither it nor its members can use the appeals machinery.

NALGO, which is represented on the Joint Council, can take appeals on behalf of its members to regional appeals committees, to the national appeals committee, and to the Industrial Disputes Tribunal.

What purpose is served by your Federation in issuing inaccurate and misleading statements? It cannot be to help administrative and clerical staffs to secure better standards—for the Federation has no power to do so. Is it not rather an attempt to create disunity in the service, in the hope that this unrecognised and moribund organisation, led by a junto of non-trade unionists, may gain the support of a few misguided officers for whom it can do nothing?

Yours faithfully,

NALGO.

It might also be objected that the adoption of such a scheme would narrow still further the path of promotion of, say, Claud Figurewell in the local authority finance department. Again, I disagree. If Claud is worth his salt, he should be prepared to face open competition with outsiders for a better post in his own department, and to welcome a larger field of opportunity outside of his own particular beat.

The British local government service is the envy of the world. The main criticisms of those engaged in it are that pay is insufficient and promotion too slow. My proposal, I suggest, will partly meet the second. Its adoption should not be beyond the ingenuity of the joint councils and consultative committees on which its future so largely depends.

## End those sick pay deductions

suggests H. T. BUCKLE, Dental Estimates Board

ADMINISTRATIVE and clerical workers in most public services are entitled to a sickness allowance that includes a period of absence on full pay less national insurance benefit. Four years ago, health insurance benefit was a fixed amount, regardless of the number of dependants the patient had, and it was easy to deduct this from pay. Today, the employer cannot know the amount of benefit unless he knows the size of the patient's family at the time of sickness. Indeed, the rate may change in the middle of a period of sickness should, for example, the patient's wife have a baby whilst he is ill. As a result, whenever a clerk is sick for more than three days, finance departments must make inquiries and calculations to decide how much he is to get from his employer and how much from the Ministry of National Insurance. Ultimately, both payments are made by the taxpayer, but much needless work is done to decide the precise amount to be paid from each pocket.

This unnecessary work is avoided in some departments of the civil service, where the employing Ministry pays the full amount and the civil servant makes no claim for national insurance benefit. Why should not other public services follow the same practice?

It might be argued that, were this to be done, it would be impossible for the employing authority accurately to assess its running costs. In fact, a single clerk working for a few hours in a year could reach a close approximation for a sickness benefit adjustment in the employing authority's accounts. The margin of error would be small and the saving to the taxpayer would be much greater than that achieved by a cabinet minister sacrificing £1,000 a year of salary—most of which would have gone to the Exchequer anyway in income tax and sur-tax.



# Fuel industries set new patterns of negotiation

GEORGE NEWMAN, national organising officer for gas staffs, surveys the nationalised fuel industries and compares negotiating machinery in the gas and electricity fields.

IT IS interesting and instructive sometimes to refresh one's memory of events and facts, and to compare notes.

The nationalisation of the fuel industries began with the coal industry on January 1, 1947, followed by the electricity industry on April 1, 1948. The Gas Act, 1948, provided for the nationalisation of the gas industry on May 1, 1949, and, perhaps, the lessons of the earlier experiments were to be found in the pattern introduced, for a definite trend towards decentralisation was apparent.

A comparison between the three industries is interesting. The National Coal Board is the sole owner of all assets and undertakings in the coal industry, having undivided authority and responsibility. It is also the sole employer. The regional bodies are part of the internal administrative structure.

In the electricity industry, the pattern of control is changed. The central body, the British Electricity Authority, is responsible for general policy and financial control, in addition to the generation of the bulk supply of current. There are 14 area boards, each responsible for the distribution of electricity to consumers, owning its undertakings, employing its own staff, and producing its own annual report.

## Area autonomy extended

Decentralisation of control was carried a stage further with the nationalisation of the gas industry. The central body, the Gas Council, is mainly an advisory and co-ordinating body. The Council is composed of the chairmen of the twelve area boards, which were also set up under the Act, with a full-time chairman and deputy chairman, and meetings are held at monthly intervals. The general duties of the Council are "(a) to advise the Minister on questions affecting the gas industry and matters relating thereto; and (b) to promote and assist the efficient exercise and performance by area boards of their functions." Its specific duties relate to finance (including the issue of gas stock), labour relations and the co-ordination of training and education, and the conduct of research.

The twelve area boards own their undertakings, employ their own staff, and are responsible for the financial success of their operations, producing their individual

annual reports, which are presented to Parliament. Being largely autonomous, they have worked out their organisation and methods on varying lines. The areas differ greatly in size, from the North Thames, with 1,059 square miles, to Scotland with 30,400 miles, and vary even more strikingly in physical and economic characteristics with average populations ranging from 5,393 to the square mile in the North Thames' area, to 170 to the square mile in Scotland.

It was stated in paragraph 335 of the first report of the Gas Council:

"Associated with these variations in population and natural features are wide differences in the size and distribution of the undertakings which vested in the boards and which could be chosen as focal points in their organisation. The result is that there can be no common formula for the kind or number of divisions and sub-divisions of an area or for the size of its headquarters staff, and each has adopted the pattern deemed most appropriate to its circumstances. One feature, however, is common to all, and that is the intention to decentralise as much as possible and to delegate executive authority to local managers."

This aspect is followed up in the second report (para. 238) where it is stated "The policy of delegation has been carried further..." Whether the policy of delegation has progressed as far as the report suggests, or as far as is desirable, is a matter still debated in some quarters, as is shown by the following comment from the "Gas World" of January 5:

"It is nice and tidy to have quite large divisions in which one man as divisional general manager, or whatever title is given him, exercises complete control over his area. But when that involves the reduction of the former 'engineer and manager' to the rank of a works superintendent or sales superintendent, the practice is likely to have unfortunate results. The gas industry today has within its ranks a wealth of experience on which it can draw for its divisional general managers in the future. But, as the years pass, that supply of men who already have had experience will be drained dry by retirement or departure to other spheres. The industry must train its future managers, and that, in our submission, can only be done by giving them responsibility in their youth in a limited sphere. The conclusion is that there is over-centralisation of authority in many areas, with over-much interference with local management."

The Acts which nationalised the gas and electricity industries both made provision for consultation between the central bodies and the appropriate organisations with a view to the establishment of machinery for the settlement by negotiation of the terms and conditions of employment.

Thus, in the gas industry, there have been set up the National Joint Industrial Council for Manual Workers, the National Joint Council for Clerical, Administrative, Professional and Technical Staffs, the Senior Gas Officers Joint Council, and the National Joint Standing Committee for Intermediate Grades, i.e. those employees between manual and staff categories. In addition, the Gas Act made provisions, at area level, "for the promotion and encouragement of measures affecting the safety, health, and welfare of persons employed"; and the discussion of other matters of interest to all parties, including efficiency in the operation of the services of area boards. It has been decided that these questions can best be dealt with by joint consultative committees, the constitution of which has been agreed between the Gas Council and the trade unions, and which operate at local level throughout the areas.

## Education schemes planned locally

The Act also requires area boards to submit programmes on education and training to the Gas Council, which co-ordinates them and, in consultation with the Minister of Fuel and Power, lays down a general programme which area boards are required to implement. To assist in this work, the Gas Council has set up an advisory committee on education, on which the trade unions are represented.

The evolution of negotiating machinery in the electricity industry followed a slightly different pattern. The bodies established, for purposes of comparison, are the National Joint Industrial Council for manual workers, the National Joint Council for Administrative and Clerical Staffs, the National Joint Board for Technical Staffs, and the National Joint Managerial and Higher Executive Grades Committee.

A separate machinery for consultation on matters affecting the efficiency of the service and provisions relating to safety, health, welfare, education, and training, has been established through the National Joint Advisory Council, with district and local committees.

The gas industry has now passed out of the formative period, with its problems of organisation, and, despite present economic difficulties, is pursuing its main objective of providing a complete and efficient fuel service at the lowest possible cost. The same can be said of the two other fuel industries, and it will be interesting in due course to compare again their progress and developments, especially in the conditions and facilities provided for employees and the relations they enjoy with their employers.



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## Changes to improve electricity joint consultation

by L. G. MOSER

THE ELECTRICITY National Joint Advisory Council has now approved recommendations which, it is hoped, will facilitate the working of the advisory machinery. The boards' representation will be reduced to three members from the Central Authority, and one (either a member of a board or a divisional controller) from the area of each district joint advisory council.

The Council will meet not less than once in six months, and, between meetings, an enlarged general purposes committee will act on its behalf.

There will be only two other committees, one dealing with education, training, and efficiency; and the other with safety, health, and welfare.

Where uniformity of application is not fundamental, the National Council, instead of formulating detailed schemes, will enunciate broad principles and leave the application for determination by district councils. The Council will also more frequently consult district councils before making a recommendation. This new approach ought to result in acceptance of all recommendations, because hitherto most objections by boards to schemes

issued by the National Council have been on the grounds that the schemes were not suitable for local application. Vigilance will be necessary, however, to ensure that, in implementing schemes, the principles are followed in the spirit intended. There have been a few occasions in the past when boards have said they accepted a scheme in principle, but, in adapting it to their needs, have sought to alter its whole basis. Issuing "broad principles" rather than detailed schemes should result in recommendations being issued expeditiously, but, on the other hand, more frequent consultation with district councils may involve delay. We must be careful lest, in the pursuit of maximum consultation, we fail to get things done.

The National Council also recommended that efforts should continue to be made at all levels to broaden the scope of discussion to include schemes of development, proposals involving reorganisation, and other matters of general interest. It is also suggested that district councils should consider arranging regular meetings outside working hours—say at six monthly intervals—to which all

employees would be invited to receive reports on the work of the local advisory committee, and of the board and division. The courses at Buxton and Horsley Towers for members of local advisory committees will be continued.

At the last meeting of the National Council there was discussion on whether boards' members had a moral obligation to try to persuade their boards to adopt recommendations. An overwhelming majority supported the view that they had, and it was felt that a board member who did not intend to press his board to accept N.J.A.C. recommendations should oppose those recommendations in the National Council, or at least dissociate himself from them. As the reconstituted Council will contain only seven members of area boards, it will in future be more than ever necessary to watch the position carefully. Many boards have demonstrated their loyalty to joint consultation, and so few recommendations have, in fact, been rejected, that it would be a pity if a minority of boards should seek to take advantage of their lack of direct representation and contract out of decisions reached by general agreement in the National Council. We know that the machinery is advisory only, and that, ultimately, the boards are free to accept or reject its advice, but confidence in the machinery is essential to its success, and it will be built up only by demonstrating that the advice it gives will not be lightly disregarded.



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# Service conditions news

## Manx members forced to fight for Charter salaries and conditions

*"Douglas is the Capital of the Island. The Corporation today is a wealthy one, owning all its public utility services, and it devotes itself wholeheartedly to the congenial task of improving this truly friendly and democratic town."*—Isle of Man Official Guide.

Thus the borough council of Douglas, Isle of Man, as it would like its visitors to see it. To its staff, the picture is less rosy.

They see it as the council which, on February 13, withdrew recognition from NALGO, rescinded its adoption of the Charter, and appointed a chief sanitary inspector on Grade A.P.T. VI as it was before last year's salary award.

The council had recognised NALGO in 1947. But it was not until last year, after nearly four years of negotiation, that it adopted Charter scales and conditions, and then only after a trade dispute under the Isle of Man Arbitration Order had been reported.

To reach this agreement, NALGO made substantial concessions.

Since then, the Douglas branch of NALGO has:

1. Asked that August Bank Holiday be regarded as a statutory holiday, as the Charter provides;
2. Submitted appeals by 36 members of the staff against their original gradings;
3. Applied for adoption by the council of last year's salary award.

The first request was accepted by the employers' side of the local joint committee. It was the only decision of the committee. But, although the constitution of the committee provides that its decisions shall be binding on both sides, the council rejected it.

When it adopted the Charter, the council had insisted that appeals must be made within one month of grading, instead of the usual three months. All were lodged by last August—but, despite its insistence on the curtailed time limit, the council repeatedly delayed considering them. Finally, in January, it rejected every one. Since some were no more than applications for inclusion in the General Division at the appropriate wage for age, it is evident that all were rejected out of hand and without serious examination.

The application for adoption of the salaries award, made last October, has been sidestepped, and it seems clear that the council has no intention of accepting it. Indeed, it has taken almost the first available opportunity to denounce the

agreement it reached with the Association last year.

Why? Solely, apparently, because the branch has tried to obtain for its members

### Pass this copy to a non-member

NALGO already counts among its members most of the eligible officers in the local government, electricity, gas, transport, and national health services.

But some still stand outside. We must recruit them—in their interest, and in ours.

"L.G.S." is a valuable recruiting sergeant. Therefore, pass it on to a non-member. Tell him to read in it what NALGO is doing for him, what it hopes to do, the many benefits it offers. Let your copy increase our strength.

pay and conditions comparable with those in England and Wales.

There is sound reason for this. The cost of living in the Isle of Man is at least as high as it is in England and Wales:

## NALGO establishes right to take grading differences to Tribunal

ANOTHER LEGAL victory was gained by NALGO in the High Court last month, when it was decided that a difference over a grading appeal which had not been settled by the provincial or national appeal committees could be heard by the Industrial Disputes Tribunal.

Soon after adoption of the Charter in 1946, the chief clerk in the engineer and surveyor's department of Banstead U.D.C., who had been graded Higher Clerical, applied for regrading to A.P.T. IV. The Council rejected the application, whereupon he appealed to the provincial council appeals committee, but the appeal was rejected on a vote which was later challenged as unconstitutional.

The officer accepted this decision, until 1949, when the council upgraded a senior clerk in the same department from Clerical to Higher Clerical. Considering that this decision created an anomaly, he then sought the help of NALGO, which made a fresh appeal on his behalf to the provincial council. The provincial

indeed, the islanders say that it is higher, because they have to pay extra freight charges on most goods.

"But income-tax is lower," it is said. True—but this has little effect on those in the lower grades. In any event, the lower income-tax applies to every resident of the island and provides no justification for singling out local government officers.

There are ample precedents for the claim to comparable conditions with England and Wales, and NALGO intends to pursue it. Means are available under the Industrial Disputes Order, 1951 (Isle of Man) and the Association will employ them. This was unanimously agreed by the North Western and North Wales district committee on February 16, and by the Isle of Man branch on February 19.

In the meantime, we ask all local government officers, in their own interests and in the interests of the service as a whole, not to reply to any advertisement of Douglas corporation offering terms below Charter standards.

Unfortunately, before the latest trouble arose, an advertisement for a chief sanitary inspector on the old Grade VI (£595—£660, instead of £645—£710) produced 74 applications from officers on the mainland—a fact which has been used in an attempt to rebut the Association's claim for comparable rates.

council failed to agree and the Association then appealed to the National Joint Council. The National Joint Council did not find in favour of the claim, but made a strong recommendation to Banstead U.D.C. that it should "favourably reconsider" the officer's salary.

Banstead U.D.C. rejected this recommendation, and NALGO reported a dispute to the Minister of Labour, for reference to the Industrial Disputes Tribunal.

When the dispute came before the Tribunal, counsel for Banstead U.D.C. announced that he was applying to the High Court for an Order of Prohibition to prohibit the Tribunal from adjudicating on the dispute. This was done, and the case was argued before the Lord Chief Justice, LORD GODDARD, MR. JUSTICE BYRNE, and MR. JUSTICE PARKER, on January 29.

For Banstead, C. E. SCHOLEFIELD argued that the original decision of the provincial council must be regarded as a final settlement of the appeal, and



therefore there could be no dispute which the Minister could refer to the Tribunal. In support of this argument, he quoted Article 6 of the Industrial Disputes Order, 1951, which provides that "where there is machinery of negotiation or arbitration for the settlement of disputes in any trade or industry . . . and a dispute has been the subject of an agreement, decision or award arrived at through that machinery, such agreement, decision or award shall for the purposes of this Order be treated as constituting a final settlement of that dispute."

The Lord Chief Justice, however, rejected this argument, for two reasons:

(i) The difference which existed between the officer and Banstead U.D.C. was not a dispute under Article 6. A dispute for the purposes of this Article must be a dispute to which a trade union is a party, and NALGO did not come into the matter until January 17, 1951, long after

the provincial council had rejected the appeal; and

(ii) Neither the provincial council nor the National Joint Council had power to reach a decision which would be binding on the parties; they could only make recommendations. Therefore, the decision of the provincial council was not "an agreement, decision, or award," within the meaning of Article 6 of the Industrial Disputes Order, 1951.

"For these reasons," said Lord Goddard, "there is nothing now to prevent the Minister referring this trade dispute, which is now a trade dispute between a body of workmen represented by the trade union in regard to the conditions of work of one of their members, and this order must be refused."

Mr. Justice Byrne and Mr. Justice Parker agreed with this judgment, and Banstead U.D.C. was ordered to pay the costs of the action.

## GAS SERVICE

by G. H. NEWMAN

### Scales for Intermediate grades increased by £20

MEETING on January 31, the National Joint Standing Committee for Intermediate grades agreed to increase its scales of pay by £20, with effect from 6 a.m. on Sunday, December 30, 1951. Women's scales are increased by £16. At the same meeting, it was also agreed:

**Bank and statutory holidays:** Intermediate grade employees who are required to work on bank or statutory holidays, or who are away sick on a statutory holiday, should, if they are subject to Conditions II, be treated in the same way as manual workers, and, if they are subject to Conditions I, be treated in the same way as staff.

**Appeals:** The appeals machinery of the area and National Joint Standing Committees should be used for appeals of employees claiming a higher status which would bring them within the purview of the National Joint Council or the National Joint Standing Committee.

#### National Consultative Committee

The committee held its first meeting of the year on February 9, when there was a long and lively discussion on the recent salary award, especially on the non-payment of the increases to officers enjoying personal salaries or "better conditions." Many strong views were thoroughly aired and, after the circumstances in which the agreement was reached had been explained, the committee finally decided to ask the NALGO representatives on the N.J.C. staff side to take any action open to them to induce the employers' side to reconsider its attitude.

Viewpoints and resolutions on various subjects contained in the minutes of

meetings of district consultative committees were examined and, where required, passed to the appropriate quarter for further action. Among the subjects thus covered were subsistence allowances, special scales for shorthand typists, publicity, circulation of information, overtime and, of course, the salary award.

The committee learned with regret that, because of ill-health, T. FERNLEY



## ELECTRICITY

by L. G. MOSER

### N.J.C. to consider new pay claim on March 18

A CLAIM has been submitted, for consideration by the National Joint Council (Administrative and Clerical Grades) on March 18, for an increase of not less than 10 per cent on the salaries of all officers within the council's scope. The claim is related to the continued rise in the cost of living since the last claim was submitted, and to the increases in wages and salaries generally since that time.

#### Bonus payments

Conditions upon which co-partnership and similar bonus payments will be continued up to March 31, 1956 (when the position will be reviewed) have been agreed, except that their application to London is reserved subject to local examination. The principles embodied in the scheme are those applied to N.J.C.

had been forced to resign from the committee and from the staff side of the National Joint Council. R. W. ILEY, North Eastern district, was unanimously elected chairman, and F. EADE, South Eastern district, vice-chairman of the committee for the ensuing year. Since both Mr. Iley and Mr. Eade are due to retire from the staff side of the National Joint Council on March 31, the committee decided to recommend the N.E.C. to re-appoint them as NALGO's representatives, and to appoint F. DILLON, West Midlands district, to take Mr. Fernley's place.

Representing the N.E.C. on the consultative committee for this year are L. W. G. HETHERINGTON, J. B. MCCANN and H. RUSSELL, and the Council is to be asked to approve the co-option of MISS I. SEILLER and A. E. BUTCHER to represent women and engineering staffs respectively.

G. DIXON, who has been a NALGO representative on the Senior Gas Officers Joint Council, has resigned because of pressure of official duties, and the vacancy will be filled as soon as possible. The other representatives on the Council—H. J. CLAY and R. G. BAYLISS—have been co-opted to the consultative committee in accordance with clause 5(d) of the constitution.

C. H. UNDERHILL, East Midlands district, A. R. CROFT, North Eastern district, D. S. DAVIES, South Wales district, and R. R. W. E. WHITE, Yorkshire district, have been nominated by their district consultative committees to serve on the special advisory panel set up to ensure adequate consultation between NALGO's representatives on the Joint Council and senior gas members.



employees, but there are variations of detail to meet the differences in salary structure. Briefly, it has been agreed that the payments shall be the same as those payable for the year ended December 31, 1947, or March 31, 1948, according to the financial year on which payments were based. No payment will, however, exceed 10 per cent of the salary for the year in question. Payments will not be made to employees who have voluntarily obtained other positions in which they would not have received any payment under any such scheme, or who have accepted other positions in the knowledge that no bonus payments would be made.

The application of the scheme to London has been reserved because of practical difficulties which arise from the basis upon which previous payments have been made, and it is hoped that a satisfactory



settlement will be reached at district level without undue delay.

Long service payments will continue to employees who at vesting day were in posts in which they had qualified, or might qualify, for payments irrespective of any change of position, provided that they continue to be employed within the area of the District Joint Council which covers their position immediately before vesting day. They can either accept the continuation of payments under their pre-vesting schemes or under the N.J.A.C. schemes.

Christmas bonuses are finished, the last payment having been made in 1949.

## HEALTH

by G. W. PHILLIPS

# NALGO staff side members to press for pay increases

AT ITS meeting on February 9, the National Consultative Committee agreed to ask the NALGO representatives on the staff sides of functional councils to press immediately for further salary increases. Among other matters discussed were:

**Review of establishments:** The committee was gravely concerned that, notwithstanding the assurance given to the reviewing teams when they were appointed, and conveyed by those teams to hospital management committees and their senior officers, that any case of redundancy would be met by normal wastage and not by dismissal of staff, the Minister had sent written instructions to hospital management committees to dismiss staff. It regarded this action as a breach of the undertakings given on the Minister's behalf, and asked the NALGO members on the Administrative and Clerical Staffs Council to raise the matter on the staff side with a view to representations for a change of policy.

**A.C. Circular 20:** In view of the large number of anomalies which has resulted from the application of the provisions of this circular, the committee decided that the NALGO members on the Administrative and Clerical Staffs Council should ask for it to be reviewed.

**Speeding negotiations:** A resolution from the Scottish district consultative committee, calling for a speeding of Whitley negotiations, was referred to the NALGO members on the staff sides of the functional councils for their consideration.

**Weekend school:** The committee welcomed the decision of the N.E.C.'s education committee to plan a weekend school for health staffs at Harrogate from May 3-4. Details appear in Education Notes on page 93.

**Representation on functional councils:** The following nominations for NALGO representatives on the functional councils in the new Whitley year were forwarded to the National Executive Council:

## Managerial grades

The staff side of the National Joint Managerial and Higher Executive Grades Committee has considered the board members' suggested salary scales for certain positions. In its view, the scales are inadequate to cover the grades named but it is unable to assess the proposals in detail without further information. There will be a meeting of the joint committee early this month, when it is hoped that some tangible progress will at last be made with the many matters outstanding, including the claim for increases to provisional salaries.



**Administrative and Clerical Staffs:** Messrs. A. Anderson, L. Bevan, T. H. Waterhouse, the chief organisation officer, the Scottish district organisation officer, and myself.

**Nurses and Midwives:** Miss M. W. Curtin, Miss D. Humphreys, J. H. Savidge, and myself.

**Professional and Technical Council "A":** Dr. S. J. Firth and J. Lancaster.

**Professional and Technical Council "B":** J. Robertson and myself.

It was also agreed that Mr. Waterhouse and Mr. Savidge should fill casual vacancies on the Administrative and Clerical Staffs Council and the Nurses and Midwives Council respectively.

## Professional and Technical "B"

Agreement has been reached on salary increases, ranging from £50 to £70, for hospital engineers. Details are contained in PTB Circular 12. The new scales are:

**Group Engineers:** Salaries are related to the following pointing system:

1. For each separate hospital, etc., with 30 or more beds ... 1 point
2. For each separate hospital, etc., with beds, but with less than 30 beds ... 1 point
3. The maximum number of points to be awarded under 1 and 2 together is 20.
- \*3. For each 100 beds (or part of 100 exceeding 50) in institutions for the chronic sick, convalescent homes, tuberculosis sanatoria, isolation hospitals (including smallpox, mental hospitals and mental deficiency institutions) ... 2 points
- \*4. For each 100 beds (or part of 100 exceeding 50) in other hospitals (general, special and maternity) ... 3 points
5. For each 100 cots (or part of 100 exceeding 50) in maternity hospitals or maternity wards of general hospitals ... 1 point
- (\*For the purpose of classifying under 3 or 4 a joint-user institution for the engineering services of which the Hospital Management Committee is responsible, all the beds in the institution, whether sick or non-sick, shall be deemed to be beds of the same kind as those used by the Hospital Management Committee.)

The scales are:

Points		
Up to 10	.. ..	£500 × 20—£620
10½ to 20	.. ..	£560 × 20—£680
20½ to 30	.. ..	£630 × 20—£730
30½ to 40	.. ..	£690 × 25—£790
40½ to 50	.. ..	£750 × 25(3) × 30(1)—£855
50½ to 60	.. ..	£810 × 25—£910
Over 60	.. ..	£870 × 25—£970

In England and Wales in management committees where there is a post of group engineer, and in Scotland:

## Engineer-in-charge

In hospitals under para. 3	In hospitals under para. 4	Salary
Beds	Beds	
200—499	200—499	£475 × 15(4) × 20 (2)—£575
500—999	500—749	£500 × 20—£600
1,000—1,499	750—999	£550 × 20—£630
1,500 and over	1,000 and over	£550 × 20—£650

## Assistant engineer

Beds	Salary
Up to 499	£400 × 15—£475
500—999	£425 × 15—£500
1,000 and over	£450 × 15—£525

In England and Wales in management committees where there is no post of group engineer:

## Engineer-in-charge:

In hospitals under para. 3	In hospitals under para. 4	Salary
Beds	Beds	
200—450	200—350	£475 × 20—£575
451—950	351—650	£520 × 20—£620
951—1,450	651—950	£560 × 20—£660
1,451—1,950	951—1,350	£600 × 25—£700
1,951—2,450	1,351—1,650	£650 × 25—£750
2,451—2,950	1,651—1,950	£700 × 25—£800
Over 2,950	Over 1,950	£750 × 25(3) × 30 (1)—£855

## Assistant engineer:

Beds	Salary
Up to 499	£400 × 15—£475
500—999	£425 × 15(4) × 20(2)—£525
1,000 and over	£475 × 15(4) × 20(2)—£575

The provisions for London weighting set out in paragraph 1 (g) of P.T.B. Circular 3 continue to apply.

**Local authority engineers employed in joint user institutions:** An agreement, set out in PTB Circular 13, provides that engineers and engineers-in-charge shall be paid the salary scales contained in PTB Circular 3 from April 1, 1951, and those in PTB Circular 12 from August 1, 1951. The grades of staff and appropriate scales are set out in the agreement, copies of which have been sent to branches.

## Professional and Technical "A"

**Chiropodists:** The following scales of salaries have been agreed:

Basic Grade	£355 × 15—£430
Senior Grade (single handed; in charge of one or two assistants; or deputy to chief Grade II)	£400 × 15—£505
Chief Grade I (in charge of 3 or 4 assistants)	£490 × 15—£550
Chief Grade II (in charge of 5 or more assistants)	£540 × 20—£600
Assistant teacher (without teaching certificate)	£355 × 15—£385
Assistant teacher (with teaching certificate)	£400 × 15—£505
Teacher	£490 × 15—£550

**Biochemists and physicists:** PTA Circular 9 sets out details of the salaries agreement for these officers. The scales are:

Basic Grade:	
Probationary period—with 1st or 2nd Class Honours degree or A.R.I.C.—	£425 × 25—£475
other entrants—	£375 × 25—£475
Note: Starting point to be one increment above minimum for each year of post-graduate study, but not to exceed £475.	
After probationary period—	£550 × 30—£730
Senior grade—	£800 × 40—£1,080
Principal grade—	£1,125 × 30—£1,375
Top grade—Minimum commencing salary of	£1,475 × 75(4).

**Clinical psychologists:** Details of an agreement are given in PTA Circular 10. The scales are:

Assistant psychologists	£380 × 25—£480
Psychologists	£530 (at 25) × 25—£655 (at 30) × 30(3)—£770
Senior Psychologists	£810 × 40—£1,170
Top grade—Minimum commencing salary of	£1,300 × 75(4).



## Superannuation amendments: working party issues interim statement

THE working party, comprising representatives of NALGO, the local authorities' associations, the London County Council, the Metropolitan Boroughs Standing Joint Committee, and the Ministry of Housing and Local Government which is considering amendments to the Local Government Superannuation Act, 1947, has issued an interim statement setting out the broad principles on which the amendments are to be based.

The representatives are now reporting back to their respective parent bodies, after which a further meeting of the working party will be held with a view to reaching final agreement. When negotiations have been completed, details of the amendments will be sent to branches and published in "L.G.S.," accompanied by a full, explanatory article by the legal officer. Until then, branches and members are asked not to send inquiries to Headquarters.

The text of the statement is:

"Discussions have been taking place between representatives of the Ministry of Housing and Local Government, the various local authorities' Associations and NALGO on proposed amendments to the Local Government Superannuation Act, 1937, and a Working Party has been set up to deal with a large number of points of detail. The local authorities' Associations have agreed to an amendment of the law to make provision for widow's pension

benefits by readjustment of the existing provisions of the 1937 Act, provided no additional charge will fall upon rate-borne expenditure. It is intended that a new scale of benefits should be introduced in substitution for that applied by section 8 of the Act of 1937, on the understanding that existing officers would be entitled to elect to retain their existing rights. It has been provisionally agreed that the new benefits shall include:

- (i) A superannuation allowance based on 1/80th of average remuneration for each year of service in lieu of 1/60th.\*
- (ii) A lump sum retiring allowance on retirement equal to 3/80ths of average remuneration for each year of service, subject to an overriding maximum of one and a half times the average remuneration and to the following provisos:
  - (a) In the case of an employee in respect of whose service a widow's pension may become payable the retiring allowance shall be at the rate of 1/80th for each year of service with a maximum of one-half the average remuneration;
  - (b) In the case of an employee who is a widower or who is divorced or judicially separated from his wife, the retiring allowance to be appropriately adjusted to accord with this condition;
 Officers subject to the new benefits would be able to ask that instead of taking an annual pension plus the lump sum the annual pension be increased by an amount equal to the actuarial value of the lump sum. This increase would be calculated according to tables prepared and agreed to place no additional burden upon the superannuation fund and based upon rates approved from time to time as equivalent in value to the benefits surrendered.
- (iii) A widow's pension payable for life or until remarriage, etc., to a widow of a person who was:
  - (a) At the time of his death in receipt of or entitled to a superannuation allowance; or
  - (b) A contributory employee and who dies while in the service of the employing authority after completing ten years' service. Such a widow's pension to be equal to one-third of the annual

amount of the husband's pension (calculated as above) of which he was in receipt or entitled to at the date of his death.

(iv) Certain other benefits by way of short service gratuity and a death gratuity.

A number of other incidental amendments have been agreed but the opportunity is being taken to deal with some further points which require amendment of the 1937 Act and the discussions are continuing. Full details of all the proposed amendments will be issued as soon as reasonably possible after a final settlement has been reached."

\* The amount of this superannuation allowance is ascertained by multiplying 1/80th of the average remuneration by the number of years of service, non-contributing service ranking as one half. It is impossible to say at the present time over what period the average remuneration is to be taken as this question has not yet been finally settled. The average is likely to be taken over either the last three years of service or alternatively the last five years, as under the existing provisions of the Local Government Superannuation Act, 1937.

## Two new district officers appointed

THE VACANCY for a district officer in the East Midlands has been filled by the appointment of L. B. BRIGGS, D.F.C. Mr. Briggs was chief salaries and wages clerk at Nottingham No. 4 area hospital management committee, and founder member and education secretary of Nottingham health services branch; he served in the Pathfinder force of the R.N.Z.A.F., and before the war was a civil servant in New Zealand.

R. C. VESEY has been appointed additional district officer in the Metropolitan district. Mr. Vesey, who was senior rates clerk at Barking, was formerly branch president and secretary, and a member of the district committee.

## Scottish district office moves to new premises

THE NEW address of the Scottish district office is 420, Sauchiehall Street, Glasgow, C.2. The telephone number, Douglas 0006/7 is unchanged.

## SPORT

### County soccer contest

GLAMORGAN and Monmouthshire branches are arranging an inter-branch soccer "knock-out" competition, the games to be played during the lighter evenings at the end of this football season.

Teams have already been entered by Glamorgan and Monmouthshire counties, Cardiff, Newport, Cwmbran, and Newport (Mon.) electricity and health branches. Other branches in the two counties may enter the competition, and R. A. SHARPE, of 118, Graig Park Circle, Malpas, Newport (Mon.), is arranging the matches.





# Readers' Forum

## SALARIES CLAIM

### Which index to follow?

IF WE ARE to tie salaries to a statistical index—as "L.G.S." reports the local government N.J.C. staff side to be proposing—it should be to that which best reflects the increasing cost of living. That is the Ministry of Labour interim index of retail prices, not the index of wage rates.

We all attempt to sell our skill and services, as the manufacturer sells his products, at a fair price. In deciding that price, the manufacturer must first consider his costs. We, too, must make costs our yardstick, and our costs are the costs of living as measured by the retail price index.

You point out that, over a specified period, wage rates have increased by 8.7 per cent and retail prices by 10 per cent—another point in favour of the prices index.

My own salary has increased since August, 1948, by 23 per cent (annual increments 13 per cent and the general increase 10 per cent). During the same period, the prices index increased by 21 per cent. Therefore, 85 per cent of my annual increases, as well as all the general increase, have gone to combat the increased cost of living.

Incidentally, if we do tie our salaries to an index, we must accept the fact that, whilst our salaries will increase with it, they will also fall when it falls, and their purchasing power will therefore remain constant.

L. V. SMITH

Surrey Electricity Branch.

The staff side considered all these points. In Whitley negotiation, you have to persuade the other side to your view, and it believed it had a better prospect of persuading the employers to link salaries to the wage-rate index, for which there is the powerful backing of the famous "Tomlin formula" under which the Government has agreed to link civil service pay with "any substantial change upwards or downwards in the level of remuneration outside the civil service. Moreover, whilst wage rates commonly lag behind rising prices, they tend equally to lag behind falling ones.

### Fewer grades

WE MUST all agree with Mr. Foster who, in the February "L.G.S.," drew attention to the new Lloyds Bank scales and said that something was wrong with local government salaries. Before the war, the local government service was attractive, and there was a good supply of the right type of officer. Today, in London, the older officer is working under

increasing difficulties caused by the lack of suitable junior staff. If the present wage policy continues, the position, as the more experienced officers retire, will deteriorate to one of great inefficiency.

The right type of entrant has always looked to the senior officer's position he hopes eventually to fill, but today those positions are underpaid and no longer attract. Mr. Power, who, in the same number, suggests £1,008 as a maximum for sanitary inspectors, need not follow it with an exclamation mark.

*Letters for the April journal must reach the editor, I, York Gate, Regent's Park, London, N.W.1, not later than Wednesday, March 12.*

A senior man in a large borough, responsible perhaps for food inspection as well, merits such a salary.

It is time we dropped the attitude that Metropolitan local government will never again attain its pre-war status. NALGO was wrong to accept the £50 salary increase with nothing for Grades APT IX and X; this levelling-out policy only aggravates the position. What we need, instead of another award, is a new grading system, with fewer grades, but rising to £1,200, with minimum increments of £25, and a higher General Division maximum.

I am surprised that NALGO cannot achieve as satisfactory a settlement as the London County Council Staff Association, which has practically all the NALGO advantages at half the subscription. If it is because the L.C.C. is a local compact unit, perhaps the Metropolitan area would be well advised to form a separate association.

The staff of many London boroughs who sacrificed superior conditions of service to fall in line with the Charter must now feel that they would be better off negotiating their own salary scales and conditions.

A. J. VICKERS  
Town Hall,  
St. Marylebone, W.1.

### Banks not so rosy

THE BANK clerical staff scale, rising, with bonus, to a maximum in London of £867 10s., which Mr. Foster quotes in the February "L.G.S.," applies to one joint stock bank only, and has been operative only since January. It is much higher than are the scales of other banks:

for example, where I am employed (one of the Big Five) the scale is:

Age	£	Age	£
17	140	28	385
20	170	31	460
24	270	32	485

This scale ends at age 32, and, though additional increases may be granted, few employees have had more than one, and the majority have had none. There is, at present, a 25 per cent cash payment on all salaries.

To earn a worthwhile salary increase, one must obtain an official position (manager, accountant, chief clerk)—a difficult task when 40 out of 100 staff in almost all banks are between the ages of 43 and 55—and one must first complete the Institute of Bankers' difficult examinations, which must be studied for and taken outside working hours.

I can assure Mr. Foster that few men in the bank I serve are paid anywhere near £800 for purely routine duties at any age; indeed, many who bear much responsibility get less salary than this.

BANK OFFICER  
(24 years' service)

### L.C.C. scale higher

I AM AN inspector of weights and measures. When I passed my qualifying examination in 1930, I was employed by the L.C.C., but, rather than wait for a higher appointment in London, I decided to move to the county borough of East Ham. It seemed worth accepting a slightly lower maximum. In 1938 I was on my maximum, £425, compared with the L.C.C. maximum of £500. That difference of £75 has now stretched to £230!

East Ham corporation has put its inspectors on the appropriate grade, but, whereas the grading scheme has given me £650 yearly, my L.C.C. colleagues, because of better cost-of-living increases, receive £800. The same qualifications, the same work, and only about three miles from East Ham!

The L.C.C. staff association, which cannot have more than 11,000 members, always follows the civil service for cost-of-living increases. Can anybody explain why NALGO, with its 200,000 members, has been unable to do the same or anything like it?

P. W. RUSH

Weights and Measures Department,  
728-30, Romford Road,  
Manor Park, E.12.

### HEALTH SERVICE WHITLEYISM "Manifold imperfections"

MEMBERS in the health service may be excused in the light of their experience for failing to exhibit the same enthusiasm for the Whitley principle as exists in the local government field. Those who were previously employed in local government have been dismayed to find that, owing, on the staff side, to the multiplicity of organisations represented, and, on the management side, to the preponderance of Ministry officials, petrified into stubborn intransigence by the Medusan eye of the Treasury, the health service Whitley



system has proved to be a travesty of the democratic principles on which true Whitleyism is based.

So it is that, after three and a half years, we are no nearer to security of tenure in our posts than the day we lost that inestimable benefit on transfer to the health service. The manifold imperfections which clog the Whitley machine account for the procrastination, the interminable negotiations, the contra-decisions which have characterised A.C. Circulars 12, 17, and 20, and have made a farce of the appeals machinery by reason of the large proportion of failures to reach agreement. A system which allows a right of appeal to the higher tribunals only if the appellant is a member of certain professional organisations, and which permits public authorities to restrict the field from which vacant posts are filled, can hardly be said to be democratic.

It is therefore with a faint glimmer of hope that my branch welcomes the proposed independent research panel to inquire into the constitution and operation of the Whitley system in the health service. Though we do not consider the staff side wholly blameless in the evolution of the present vehicle of disharmony, we believe that the broken carriage cannot be restored to smooth running order merely by sacking the driver and changing horses. It will have to be redesigned and rebuilt, and this can better be done by those who see it passing than by the passengers travelling inside.

D. ANTOINE  
Honorary Secretary,

Paddington Group Hospitals Branch,  
285, Harrow Road, W.9.

Is not Mr. Antoine overstating his case? Whilst NALGO is not satisfied with either the working or the speed of health service. Whitleyism, it is the fact that, notwithstanding the exceptional restrictions within which the management side must work—notably the expenditure “ceiling” imposed by Parliament—it has produced more agreements and decisions in the past three years than almost any other negotiating machine. The majority of officers have not “lost” security of tenure—for the simple reason that they never enjoyed it. Nor can we agree that it is “undemocratic” to restrict use of the appeals machinery to members of recognised trade unions. That machinery was created by the trade unions and has provided facilities which did not exist before. Why should those benefits be extended to those who refuse to join the trade unions which won and maintain them?

#### LABORATORY WORKERS Chemists ignored?

The technicians of this department are concerned that there is no suitable scale for local authority laboratory workers doing purely chemical work. At present, we are classed as medical laboratory technicians. Additional increments to this scale are dependent upon our passing the examinations of the I.M.L.T. which we cannot take as we do not do the appropriate work, and which are, in any

case, valueless in the chemical profession. We feel that a suitable recognition should be given on attaining the national and higher national certificates in chemistry, which are our ultimate aims.

City Analysts Department, TECHNICAL STAFF  
Canyage Hall,  
Whalley Road, Bristol, 8.

#### LONDON WEIGHTING

##### Why not two zones?

I DEPLORE A. L. HIBBIN'S suggestion in the February “L.G.S.” to abolish London weighting in favour of allowances for all officers who travel more than a certain distance to work.

The London local government officer knows only too well the higher cost of living in the Metropolis. Not only fares,

but rent and rates, lunches out, coal, and entertainments, all cost more than they do in the provinces. An allowance based only on distance travelled would be inadequate, and useless to the officer living near his job.

The solution is to have a graduated scheme of London weighting, with two zones. For example:

An “inner zone weighting” of £30 under 25, £60 over 25, for officers employed in the 28 Metropolitan boroughs;

An “outer zone weighting” of £20 under 25, £40 over 25; for all other officers employed within the Greater London area as at present defined.

This would help to meet the objections of local authorities in outer London that

We must be strong for  
**PEACE**



That is why we are re-arming. Not to flourish the sword. Not to intimidate. But to forge a strong shield for the defence of Peace. We can all help to strengthen Britain by supporting the LEND STRENGTH TO BRITAIN Savings Campaign during the special weeks being held in cities, towns, and villages throughout the country.

**LEND STRENGTH  
TO BRITAIN  
Savings Campaign**

SAVINGS CERTIFICATES · DEFENCE BONDS  
POST OFFICE AND TRUSTEE SAVINGS BANKS

Issued by the National Savings Committee



# Apathy



I haven't read the Charter,  
nor looked at any Rule ;  
(I ceased to care for study  
on the day that I left school)  
And I know that any Member of Committees  
is a fool—  
Still, NALGO ought to tell us what to do.



by CHRISTINE WALTERS

I've a grievance that I want to air,  
so listen to my rhyme;  
No, I don't attend branch meetings,  
I simply haven't time,  
And anyway, I do not think that  
NALGO's worth a dime,  
But NALGO ought to tell us what to do.



No, I haven't seen the "Journal",  
so how can I know what's in it ?  
I never look at notice boards  
and never read a Minute ;  
Someone should do something,  
but who is to begin it ?  
It's NALGO ought to tell us what to do.

their officers live locally and so have no fares, and would help the staffs of the Metropolitan boroughs, almost all of whom travel daily from the suburbs. The "outer zone weighting" could also form the basis of provincial weighting, for such areas as Manchester, Birmingham, Glasgow, and Liverpool.

"DUM SPIRO, SPERO"

## Building industry example

IN ADDITION to paying a travelling allowance of 3d. a mile in excess of the first four miles, as Mr. Hibbin points out, the building industry pays higher wages in London than in the provinces. Craftsmen's wages, for example, range from 3s. 3d. an hour in a provincial county borough to 3s. 5½d. for Greater London (an area bigger than that covered by our London weighting scheme) and 3s. 6d. within 12 miles of Charing Cross.

2, Stillness Road,  
Forest Hill, S.E.23.

L. J. FOSSETT

## Impatient for news

YOUR FOOTNOTE to the letter from L. D. Roberts in the February "L.G.S." in which you justify the silence over the London weighting negotiations, with the argument that "secret diplomacy" is essential to success, is ironical when we remember that negotiations have been going on for the last nine months. It is not a question whether we want information or results ; we get neither !

It is because of this lack of information, coupled with the time taken, that many of us are impatient. Why not blow the cobwebs away ? Give us some measure of autonomy, so that this question, together with other London problems,

can be dealt with by the London District Council.

St. Pancras Branch.

E. G. C. GAYLOR

## Irishman's rise !

JUST BEFORE the last salary award, I left a Grade VIII appointment in the north to take up a Grade IX appointment in the south, thinking that an increase of £140 in maximum salary would make the move worthwhile. It has not. The award reduced the increase to £100 ; removal expenses and furniture storage cost me £76 ; and I have to pay £1 a week more for a house similar to that I had in the north, and 14s. a week more on bus fares and lunches. The present London weighting is inadequate, and requires immediate revision if technicians and others are not to be discouraged from accepting appointments in London.

"Cobham," Wilbury Avenue,  
Cheam, Surrey.

R. P. HARRIS

## Provincial weighting first

THE AREA within which London weighting applies includes not only boroughs in Middlesex, Essex, Herts, Kent, and Surrey, but small urban and rural districts, some a long way from London, with populations between ten and fifty thousand. Why should we in the large provincial cities, with populations over 500,000 again postpone our claim while the N.J.C. makes up its mind to grant a second increase on the so-called "London" weighting ?

Members must insist upon immediate negotiations for provincial weighting, as in the civil service.

The Council House,  
Birmingham.

ERNEST R. SHUTER

## CLOSED SHOP

### "Atrocious condition"

FOR SHEER pusillanimity and out-Braying of the Vicar of Bray I have yet to discover anything to compare with the N.E.C.'s attitude to the closed shop. To pretend that NALGO is bound to accept the rulings of a local authority if it arbitrarily decides to impose compulsory membership of a trade union as a condition of employment is a contravention of a fundamental human right, namely, "That all men and women shall be free to join, or withhold themselves from, any association."

It is NALGO's duty as a trade union to safeguard the conditions of employment of its members, and compulsory membership would be an atrocious condition, which it should fight by all legitimate means.

Imposition of the closed shop might deprive us of the services of people of ability, because they might also be of such high moral character as to prefer persecution rather than submit to the tyranny of our modern Caesars, aided and abetted by the modern Pontius Pilate in the form of the N.E.C.

29, Sneyd Hall Road,  
Blaxwick, Walsall, Staffs.

W. SPATE

### "Dissenters could go elsewhere"

MR. SLEIGHTHOLM, in the February "L.G.S." "takes me to task on my terminology," and I can only reciprocate by taking him to task for splitting hairs. He tells me that the right of a local authority to impose a closed shop is not a democratic right, but a legal right.

Many legal rights in this country exist because it is a democracy and, logically,



that which is lawful in a democracy must be democratic. Mr. Sleightholm does not comment on my reference to the "democracy" of Jarrow and Durham in the early thirties, when the only rights of the masses were hunger, poverty, and oppression, administered democratically by those who owned the means of production and exchange. One cannot ignore democratic rights in one period and call for their recognition twenty years later. I believe that the right of local authorities to institute the closed shop has the support of the majority.

I do not want a union composed of conscripts. If local authorities imposed the closed shop principle, dissenters would still have the democratic right to offer their services elsewhere.

13, Hendry Street,  
Falkirk, Scotland.

WM. MUIRHEAD

*This correspondence is now closed.*

## EXAMINATION POLICY

### A misunderstanding

THE ACTION of the National Joint Council in writing to all local authorities from which no candidates have entered for the examinations of the Local Government Examinations Board does grave injustice to all members of NALGO. Are we to be forced into taking NALGO's own examinations, to the detriment of the other long-established and eminent examining bodies, and thus create a NALGO monopoly in this field? Can

this resolution honestly be viewed as one to benefit the greatest number of members, or the NALGO Correspondence Institute?

65, Elm Bank Gardens, R. G. LARCHER  
Barnes, S.W.13.

*Mr. Larcher has misunderstood. In its letter, the Examinations Board reminded local authorities that the Charter had introduced better salaries and conditions on the assumption that the standard of the service would be improved and officers become better qualified. There is no insistence on officers taking the L.G.E.B. examinations; all other suitable examinations are recognised. Incidentally, NALGO has today no "examinations of its own"—and the NALGO Correspondence Institute provides coaching for all suitable examinations for which there is a demand.*

### Why not a C.M.A.?

THE FORMER L.G.E.B. promotion examination has now been relegated to obscurity, and the "guinea pigs" who passed it, and are now exempt from the new Clerical, and Administrative examinations, have nothing to show for their efforts. Could they not be granted a Certificate in Municipal Administration, with the right to use the letters C.M.A.? It would make the time and effort spent seem more worthwhile, and might encourage them to further effort.

"UNRECOGNISED"

### Qualifications unrecognised?

I HOPE that "Never Again," who complains in the February "L.G.S.:"

that the West Riding county council does not recognise professional qualifications, is raising the matter in his branch, because it is time something was done to secure the adoption of the Charter by this recalcitrant authority. Your February leading article decrying "splinter" movements is sound but, in practice, is NALGO doing all it can to close the ranks and secure Charter conditions for all members—even those employed by the West Riding County Council?

DIPLOMA

## ASSOCIATION'S NAME

### Four-year-old suggestion

I REMEMBER suggesting the name National and Local Government Officers' Association, now favoured by the N.E.C., on behalf of the old Romford Joint Hospitals Branch for the "L.G.S." Competition in 1948. At that time, the suggestion UNALGO (Union of National and Local Government Officers) gained preference, and we did not get the prize.

L. F. REEVES

Bow and Stepney Hospitals Branch.

### Another idea

DO NOT members realise that "national government officers" means civil servants? If a new title is necessary, (and organisations like "Bristol Tramways" survive with titles which have ceased to apply) why not "Nationalised Authorities" and Local Government Officers' Association?

A. D. RAY

Exeter and District Electricity Branch.



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# "ABINGDON" WRITES HIS NALGO DIALARY

JOHN RUSCOE, B.COM., M.A. (ADMIN.), city treasurer of Bradford, has accepted the invitation of the National Executive Council to succeed J. H. ROBINSON as the Association's Honorary Treasurer. Mr. Robertson's resignation took effect on February 1. Mr. Ruscoe will fill the office until Conference and will be the N.E.C.'s nominee for next year.

A member of the Association for many years, he has served on the executives of Middleton and Stockport branches, being elected treasurer of the former and president of the latter. He has lectured at several NALGO summer schools.

Mr. Ruscoe's local government service embraces six local authorities—Stockport, Middleton, Salford, Leyton, Bournemouth and Bradford—and is unusual in including three separate periods of service at Stockport—first as a junior in 1925, then as chief accountant in 1937, and finally as borough treasurer in 1943.

Formerly a well-known lacrosse player, he played for England against the All-America team at the White City in 1937.

## "Firm and long-lasting"

COLIN ROBERTS, O.B.E. a former president of NALGO, has achieved the unusual distinction of having a chrysanthemum named after him.

The many members who recall Mr. Roberts's genial personality and outstanding service in the old Poor Law Officers' Association since 1902, the leading part he played in its amalgamation with NALGO in 1930, his great achievements for nurses as staff side chairman of the Rushcliffe Committee, his triumphant presidency in 1943, and his present chairmanship of the Nurses' and Midwives' Council, will appreciate this description of the bloom given me by its grower, HARRY SHOESMITH, the famous chrysanthemum hybridist:

"Very large deep yellow bloom (quite 30 inches in circumference), rich in colour, of good habit and medium height, firm and long-lasting."

When first shown last November, the flower won the award of merit of the National Chrysanthemum Society. Its name is, of course, a tribute to Mr. Roberts's enthusiasm for chrysanthemum cultivation, but its "good habit" and "firm and long-lasting" qualities fittingly describe his trade union life.

## Aid for the retired

HOW MANY, after looking forward to retirement, find instead only growing boredom and that loneliness which Byron thought "the worst of woes that wait on age"? To help them "bud again," a retired civil servant and headmaster have hit on a brilliant idea.

Considering that the solution for "pensioners' frustration" lies with pensioners themselves, they are publishing a newsletter, "The Sundial" to serve as "a flexible link between pensioners of the educated classes not catered for by Old People's Clubs" and to enable them to share hobbies, to join in correspondence circles, and exchange information about interesting jobs they can still do.

I have seen the first issue of "The Sundial" and very promising it is. The editors will be glad to send a copy to any retired NALGO member who writes to BCM/Hillside, London, W.C.1, enclosing a 2½d. stamp.

## An L.G.O turns weaver

ILL-HEALTH has not daunted J. W. LEE, a former member of Bethnal Green branch, where he was social and table-tennis secretary (he was Metropolitan District doubles champion in 1938 and a member of the team which won the first inter-district match in the same year).

Forced to retire in 1948, after two long spells in a sanatorium, he took a course at the London School of Weaving, and, as my picture shows, now works his own loom at his home in St. Leonards, making tweeds, towels, table-cloths, scarves, curtains, cushion covers, and similar goods. Having seen some, I can confirm that they are both good and cheap.

But Mr. Lee has difficulty in disposing of his products and is wondering whether

any members would care to act as "unpaid salesmen" for them among their colleagues and friends. He would gladly send samples on approval, or would make goods to order. His address is Flat 1, 26, Charles Road, St. Leonards-on-Sea.

## Not so helpless

THAT the individual is not powerless even in these days of nationalisation and monopoly has been well demonstrated by J. A. RYAN, of Manchester branch.

Last July, when working as a temporary civil servant, he applied for a clerical post with British Railways. He was told that the maximum age limit was 30 and that, since he was 42, he could not be considered.

"I felt this was ridiculous, when the railways are complaining that they cannot get staff," Mr. Ryan tells me. "So I decided to do something about it."

He did. He wrote to the chairman and two members of the Railway Executive Committee, to the secretary of the N.U.R., to two M.P.s, and to several newspapers, one of which published a leading article on the point. His letters produced varied replies, but Mr. Ryan continued his agitation—with the result that, in January, British Railways raised the age-limit to 45.

By that time, Mr. Ryan had got a job in the architect's department at Manchester. But his pertinacity will help many others who believe, with him, that a man is not too old to start a fresh career at 30, or even at 44.

## Civics in Sunderland

THE PEOPLE of Sunderland will have no cause for ignorance about the work of their local authority by the time a course of lectures now in progress ends on March 13. The course, run by the education committee, comprises ten lectures, held on Thursday evenings, in which the chief officers describe the work of their departments.

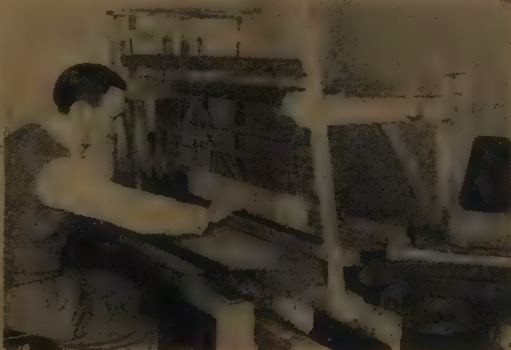
Sunderland branch is backing the course and giving it much publicity, while H. SIMPSON, who was branch P.R.O. last year, is running it. In addition, the "Sunderland Echo," which goes into practically every home in the town and district, is publishing each of the lectures.

This is first-class public relations, an example which others might follow.

## District P.R. on its toes

PUBLIC RELATIONS is living up in the districts, too, partly as a result, no doubt, of the week-end conference of district P.R.O.s at Leatherhead last October. First off the mark was the South West (P.R.O.—G. MORLEY DAVIES) with a one-day school at Taunton in January, at which 50 branch P.R.O.s heard a series of talks on public relations, took part in an open forum, and saw some of the latest local government films.

The Southern district (P.R.O.





## ABINGDON'S NALGO MARY

*continued from previous page*

—F. H. WHITE) followed last month with a meeting of branch P.R.O.s and magazine editors to discuss "internal" public relations.

This month, Metropolitan—whose new P.R.O., L. J. FOSSETT, is showing all the enthusiasm of his predecessors—is holding another meeting for branch P.R.O.s at Holborn town hall on March 12, and the South Eastern district (P.R.O.—P. G. MOORE), has arranged a one-day conference on March 29.

In the North East (P.R.O.—F. R. ROBSON) and the chairman of his committee, W. N. JACKSON, have been going the rounds of annual meetings to persuade branches to appoint P.R.O.s.

West Midland (P.R.O.—J. BURNS) has decided to hold a one-day conference each summer and to draw up a panel of speakers to attend branch meetings.

### A NALGO family

NOT EVERY MEMBER has the pleasure of nominating three of his family to membership of the Association. C. J. NEWMAN, town clerk of Exeter and the Association's President in 1948, has recently nominated his elder daughter, Mary, who is a student nurse at the Princess Elizabeth Orthopaedic Hospital, to membership of the Exeter and district hospitals branch and her sister, Ruth, a

nursery student in one of the Exeter day nursery schools, to his own branch. In his presidential year, Mr. Newman nominated his son, who was articled to the city architect, but has since resigned to go into private practice.

### Branch president—retired

ALTHOUGH RETIRED from the post of shops and transport inspector, W. A. DAVIES, the only surviving founder member of Llanelly branch, has retained his membership of the branch and has now been made its president—a fitting tribute to his thirty years as treasurer.

### Mr. Arthur Bond

EASTERN DISTRICT members will be pleased that ARTHUR BOND, who was secretary and solicitor to the Eastern Electricity Board, and a member of the Suffolk sub-area branch, has been appointed deputy chairman of the Yorkshire Electricity Board. Mr. Bond entered the local government service in 1930, became town clerk of Macclesfield in 1938, and later town clerk of Stockport.

### For the Benevolent Fund

THE NORTH-EASTERN DISTRICT, which last year presented the Fund with £404, raised by a Christmas draw, has this year excelled even that fine record, sending £505 11s. 7d. The draw was organised by G. HILTON, Middlesbrough.

A beneficiary of the Fund, compelled to lie on her back in hospital encased in a plaster cast, recently by a great effort

knitted a pullover and embroidered some handkerchiefs, which she gave to her branch to raffle for the Fund. The branch did—raising £11 12s.

Cardiff and district electricity branch raised £28 at its annual dance.

### New Year Honours

MY LIST last month of members whose names appeared in the New Year Honour inadvertently omitted that of H. J. CALLENDER, town clerk and chief financial officer of Lichfield, for his services to the Staffordshire Festival of Music and Drama. H. W. C. KING, who was also awarded the M.B.E., is borough treasurer of Loughborough, not of Kidderminster as was reported.

### Fifty years of service

CONGRATULATIONS to T. W. HALL of the town clerk's department, Sunderland, on completing 50 years' service. Mr. Hall has been a member of the branch since its inception 42 years ago, has served continually on the executive, and is a former vice-president.

### Deceptive figures

A REPORT in his local newspaper that he had been given a 50 per cent increase in salary prompted DR. L. H. CROSSKEY, Cowes port medical officer, to ask it to expand the details. It did—explaining that the salary had been increased from £5 to £7 10s. a quarter, and that this was the first rise since 1885!

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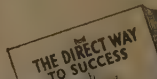
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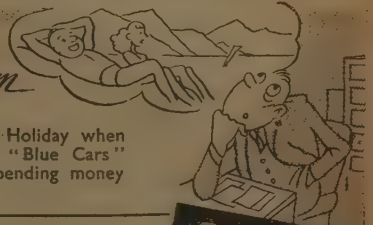
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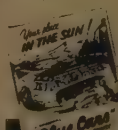
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# How to banish jitters from the examination room

by R. S. B. KNOWLES

ANOTHER BATCH of local government officers will be soon sitting for an examination; some of them, no doubt, for the first time since leaving school. Many, one suspects, will be jittery with pre-examination nerves, while others may be seized with no less dangerous feelings of over-confidence. Emotional stability, of course, plays an important part in examination work, but then so also do other things.

Success is far from being the prerogative of the talented few; last April, two candidates passed for every one who failed. There is what one might call a *modus operandi* for the examination novice: a plan of campaign especially useful for the nervous and the over-confident alike. Here are some golden

Don't waste time. If you start sucking the end of your pen and gazing vacantly into space after ten minutes or so on one question, go on to another, but, again, devote only the allotted time to it. You will be more likely to remember an elusive point if you rest your mind from the subject for a short while.

Other near-golden rules include: legible writing, short sentences, logical paragraphing, orderly exposition, appropriate underlining, and tabulation. All these help to earn valuable extra marks. And, if you have time, read through your paper before you leave.

Last-minute care in the examination-room is useless, however, without sound preparation. Success, in other words, is assured far more *before* than *at* the examination. Serious application to study is the real and, indeed, the only road to success and every student should revise conscientiously during the last few days before the examination. But do not over-strive to commit definitions and phrases to memory. Sometimes a mnemonic or two may help—but *understanding* is the key of knowledge. If you really understand what you read as you go along you will find the facts sticking in your mind.

## Beware the common errors

It is surprising how many students attend an examination quite unprepared. "The abysmal ignorance and startling illiteracy of many students," said the examiners of the April papers, "indicated an utter unpreparedness for any test whatsoever."

It would be hopeless, for example—and here is a point or two for revision—to enter for the Clerical Examination without knowing the difference between the *structure* of local government—the hierarchic-like, mainly two-tier, system of counties and county districts, with the county borough in splendid isolation—and its *functions*—the tasks for which local authorities are responsible. Many students, too, slip up on elementary grammar; it is scarcely believable that local government officers—who, of all people, should be capable of expressing themselves in lucid, impeccable English—should imagine that "*it's*" indicates the possessive and not "*it is*." But this sort of error is all too common.

It is no part of a tutor's job to encourage students to regard their studies as a sort of lottery, in which they select a few subjects for detailed study in the hope

that they will be questioned on them in the examination. But it is common sense, of course, to learn carefully those subjects which tend to crop up every time in examinations on local and central government. Thus—and here are some further hints for revision—in Local Government, the student should make sure that he or she understands:

the unique position of the county borough in the structure of local government;

the manner in which local authorities, particularly urban district councils, can change their status; and

the relationship of the town clerk to other chief officers (a real hardy annual, this!).

In Central Government the wise student will make quite certain of:

what is meant by conventions;

the principles of cabinet government; and

the rôle of the House of Lords in legislation.

Lastly, be sure you are up to date in your knowledge: take care, for instance, not to refer to the Minister of Health when you mean the Minister of Housing and Local Government. And show that you understand the practical application of your studies: "only a few candidates showed evidence," said last year's examiners, "that they had used their positions to make the type of observations which could give some depth and colour to their understanding of principles and problems."

## Half a million pounds invested in N.B.S.

IN THE FEW months since NALGO Building Society shares were opened to the public as well as members and their relatives, more than £500,000 has been invested in the Society's funds: because of this the Society has modified its lending policy, and is now prepared to make bigger percentage loans to members.

Advances up to 90 per cent of the controlled selling price (or the surveyor's valuation, whichever is the lower) may be made on new properties built under licence. Sitting tenants may have an advance of 100 per cent of the purchase price, providing it is not more than twice pre-war value. Modern properties, with all amenities, will secure 85 per cent of the surveyor's valuation, subject to the advance being not more than 2½ times pre-war value, and 85 per cent on other properties, subject to the advance being not more than twice pre-war value. Advances of up to 90 per cent may be given on modern properties, subject to a Logomia indemnity policy guaranteeing the difference between the normal advance and the guaranteed advance.

The assets of the NALGO Building Society are now estimated to exceed £7,700,000.

An announcement of the new mortgage terms is on page 79

## This local government



"The audit department is at present taking stock in the canteen."

## rules to observe in the examination room:

Never begin writing until you have read the examination paper right through—and, if you happen to be the impetuous kind, write nothing during the first quarter of an hour, except perhaps to make rough notes of any points that occur to you as you read the questions.

Choose which questions you intend to answer and divide your time equally between them. If, for example, you have to answer five questions in three hours, allow yourself thirty minutes for each question in the first place.

Start with the questions you feel best able to answer. You may work through them in *any* order and it will give you confidence if you make a good start.



# Education notes

by K. S. CARTER

NOW THAT the fees and other arrangements for the 1952 summer schools have been agreed—details are given below—I look forward to receiving members' inquiries and to hearing that branches, and other district and area education committees, are to follow the example set by the East Midlands district committee and the West Midlands area education committee, both of which have announced their intention of awarding scholarships to the schools. The West Midlands committee is making two grants for Oxford, one for the Paris school, and three for the weekend health school, while East Midlands members will benefit from five scholarships for Oxford and two for the Scottish school.

## Health school at Harrogate

Because it seems that many members in the health service might find it difficult to get leave of absence for a longer period, the school will last for only two days—May 3 and 4. The fee will be £3 3s. for NALGO members, including 10s. 6d. non-returnable registration fee. The school is being planned to study co-ordination in the health service, and it is hoped to arrange lectures on this problem as it affects the hospital administrator, the local authority public health department, the doctor, the patient, and the Ministry of Health.

## Study groups at Oxford

*Public Service Survey*, 1952, will be the theme of this year's Oxford school, to be held from July 19 to 26. We intend to repeat the experiment, so successful last year, of arranging study groups on problems affecting members attending the school.

Last year's groups discussed education, local government finance, the public health services, and electricity. This year, we hope there will be enough gas and transport members present to justify special arrangements for them, too, and, should there be large enough groups of officers representing a particular profession or job in any of the services—for example, rating officers, hospital administrators, child care officers—similar arrangements can be made for them. I shall, therefore, welcome early notice from officers intending to join the school so that an appropriate study group programme can be drawn up.

Four or five main lectures are also planned to cover the progress and development of the local government, nationalised utility, and social services.

The fee for members will be £8 8s., including the £1 1s. non-returnable registration fee.

## August school at St. Andrews

The Scottish school, to be held at Mackintosh Hall, St. Andrews, from

August 23 to 30, will study general problems of public administration. The fee for members will be £6 7s. 6d. including the non-returnable registration fee of £1 1s. The Scottish district organisation officer, J. L. ROBSON, 420, Sauchiehall Street, Glasgow, C.2., will welcome inquiries.

## Paris in September

From first inquiries, it seems likely that the fee for the continental school, to be held in Paris from September 8 to 15, will not exceed £23, including the fare from London (which, with certain other charges, will be payable in this country), and it may be much less than that. Students may choose between first and third class travel, and it is proposed to reduce the charge for meals to a minimum and to arrange quite a modest programme so that as much of the £25 foreign currency allowance as possible will be left at the disposal of individual students.

Reservations will be made on payment of a non-returnable fee of £1 1s.

## One-day school in the south

The southern area education committee is to hold a one-day school on Saturday, April 26, at Winchester. Following the general theme, *Changes in the Public Services*, lecture subjects will include *Local Government and the Public Corporations* and *Local Government and the Health Services*. Inquiries to the secretary of the committee, O. F. GEE, Civic Offices, Swindon.

## Chains of command

The South East area education committee, in co-operation with the Oxford Extra-Mural Delegacy, is arranging a week-end school on the unusual subject of *Chains of Command—the study of the effect of centralisation on public authorities and their staff*, to be held at Broadstairs from April 18 to 20. The fee, including accommodation and tuition, is £11 5s. Details from the secretary of the area committee, E. ALDERTON, 5, Brampton Road, Bexleyheath, Kent.

## North Western enterprise

The North Western consultative committee for health services and the North Western district committee collaborated to hold their first weekend school for health service members at Holly Royde Residential College, Manchester, on January 26

and 27. Fifty-one students attended from all branches of the national health service and from local government public health departments.

## London discusses post-entry training

Branch education secretaries and other branch representatives filled the large conference hall at County Hall, Westminster, on January 31 for another successful conference on post-entry training. They heard papers read on educational requirements and facilities in the local government, electricity, and national health services, discussed the scheme of financial assistance for post-entry training in local government, and gave strong support to motions calling for early adoption of a similar scheme in the health service.

## Courses for women non-graduates

March 31 is the closing date for reservations for the advanced study courses in non-scientific subjects being held this summer at Oxford for women non-graduates. The inclusive cost is £5 10s. a week. Inquiries to MRS. M. ARCHER, 42, Park Town, Oxford.

## Exeter students' reunion

The sub-department of public and social administration at Exeter is arranging a weekend reunion and conference from March 28 to 30 for people who have taken the Diploma in Public Administration or the Diploma in Social Administration at the University College of the South West. Interested members should write to R. ROSS, Department of Public and Social Administration, University College of the South West, Gandy Street, Exeter.

## Competition for sanitary inspectors

Prizes of fifty guineas, £40, and £15 are being offered by the Royal Sanitary Institute for essays on various aspects of sanitary science. Information is available from the Institute at 90, Buckingham Palace Road, London, S.W.1, and the closing date for entries is December 31.



"Please reserve the Council Chamber for the afternoon of Thursday, November 29, for a pigs' conference."—From a letter to a town clerk's department.



# MY BOOKSHELF

by LAURENCE WELSH

IT HAS BEEN SAID that the local government officer's career is a continuous essay in public relations: whatever his sphere of duty, he has to expound in plain terms to lay councillors and the general public the problems which he and they have to solve in common. Two books this month illustrate the difficulties which the expert has to face in conveying his subject to less knowledgeable readers.

PHILIP ROGERS, in *Contemporary Problems* (University Tutorial Press. 6s.) boldly attempts to explain the major issues which newspapers and the wireless report as a rule without background, superficially, and with bias. The chapters range from atomic energy, Communism, the U.S.A., and China, to parliament, local government, the press, and population. On all Mr. Rogers has something informative to say and he supports it with a mass of factual material.

His main fault is that he mentions so many trees that his description of the wood is more than a little perfunctory. He implies, without discussion, for instance that United States aid to foreign countries is the act of a fairy godmother (whose motives, presumably, are entirely altruistic); he makes no mention of the economic reasons why British and American policies in China conflict; he omits delegated legislation from the list of devices for reducing the burden on Parliament. These are instances of his failure to get to the roots of his topics—surely a serious failing in one who aims at telling his readers not only what is going on in the world but why it happens as it does. The twelve pages on local government contain most of the essential facts, but the author gets nowhere near to showing his readers how local government affects them in their daily lives.

## For young people

More successful in his handling of local government is J. O. MURRAY in *State and People* (Harrap. 6s.). This is in three parts covering respectively local and central government and law and justice. It is intended primarily for young folk and the earlier part is written in an easy, winning manner which unfortunately is not sustained when the author gets enmeshed in the intricacies of the national legislature or the law courts. Mr. Murray has crowded many details into his little book, but he has left out some which are essential if his theme is, as it were, to come alive in his readers' minds; for instance, he gives no effective account of the rôle of local and central government staff in public affairs. The agenda papers of local authorities seem to spring ready made from the brains of the councillors or from some even less likely source; the fact that

they consist for the most part of reports initiated by officers is not mentioned. Nor is the rôle of civil servants in the framing of legislation—particularly at committee stage—brought out. The subtle relations between amateurs and professionals in British public administration are inadequately described and, rather ineptly summed up in the phrase, "A strong Minister, however, who knows what he wants, can compel civil servants to carry out his wishes." It is not really such a case of pull-devil-pull-baker.

Both these books have two merits: brevity and cheapness. What both authors lack is the habit of asking themselves over and over again: "How can I get my theme across to readers hitherto ignorant of it?"—and then telling their story so that essentials stand out and the trimmings only make up a background.

## At Random

by 'HYPERION'

### Odd reflections

We say: "Don't kick a man when he is down," as though we had a right to kick him at other times.

### The world's governors

The most powerful men are not public men. The public man is responsible, and a responsible man is a slave. It is private life that governs the world. The world talks much of the powerful sovereigns and great ministers; and if being talked about made one powerful, they would be irresistible. But the fact is, the more you are talked about, the less powerful you are.—*Disraeli*.

### Progress

"Mind you, I think television's a marvellous invention."

"They say that if you close your eyes it's almost as good as the radio."

### Retort truthful

"You're giving me a lot of bone there, butcher."

"Oh no, madam—you're paying for it."

### The past

"J'adore le passé; c'est tellement plus reposant que le présent, et plus sûr que le futur."—From "La Ronde."

### On . . . off . . . on with the show

"A living contribution to art," by British strip-tease artist Phyllis Dixey, shocked Copenhagen's critics . . . But

## Other books received

(The asterisks indicate the interest of the book's contents for NALGO readers, not necessarily its qualities. One asterisk means that it has some interest, two that it has considerable interest, and three that it is strongly recommended.)

*Manual of Commercial Timbers*, Vol. I, by H. E. DESCH. Published by the author at 11, Haymarket, S.W.1. 21s.

\**The People's Industry*. A policy statement of the National Co-operative Party, 8d.

*Legislation for Press, Film and Radio*. UNESCO. H.M.S.O., 12s. 6d.

*The Rational Strength of English Law* by F. H. LAWSON. Stevens, 10s.

*Landlord and Tenant* by R. BORREGAARD. Stevens, 6s.

\**Forms of Public Control and Ownership* by EDWARD GOODMAN. Christophers, 8s. 6d.

\*\**Patterns of Organisation* (in the nationalised industries). Acton Trust. 2s.

\**Local Government* (Choice of Careers Series). Central Youth Employment Executive. H.M. Stationery Office. 1s. 3d.

the censor remained unmoved: . . . "I saw the dress rehearsal and I found nothing which should be taken off."—*Yorkshire Evening News*.

## Inevitable solution

"When we were first married my wife and I had some dreadful rows—until eventually we both realised that I was wrong."—John Carpenter, in "Evening News."

## For the home market

Mr. Shinwell pointed to the appearance of the smiling, healthy, well-dressed children in the carnival procession, saying they were a tribute to their mothers, and to the productive capacity of their fathers.—*The Whitehaven News*.

## Fatal strokes?

The proper way to brush your hair is to lie on your back sideways across your



bed, knees bent with feet near buttocks; a pillow under your hips and your head hanging over the side.—*Woman's Pictorial*.

## Local government post-bag

*Dangerous embrace*—"My landlord ignored my request for making safe a dangerous structure embracing a verandah."



# Great Feats

In  
Fable

# of Strength

In  
Reality



Here the Artist has pictured the greatest feats of strength—in fable and reality—of all time. Atlas with the world on his shoulders conjures up a vision that overwhelms the imagination. But the greatest feat of strength that Louis Cyr (the strongest man who ever lived) performed is a fact which anyone can verify.

## The Story of Louis Cyr

It was performed in London on July 18th, 1898, before the Duke of Westminster. Cyr had been performing great feats of strength and on a challenge from the Duke, stated that he could hold any two teams of horses in the world. The Duke promised Cyr his choice of a pair of his finest blooded stock if he could hold four horses from his stable.

The horses were made ready. Cyr placed the traces around the upper arms in the folds of the elbows, then clasped hands and gave the word to "go." The horses leaped forward, urged by the shouting and the whips of the teamsters, but failed to move the giant of man-power a single inch. True to his word, the Duke insisted that Cyr should take his choice of the horses, which the great Louis did. He took his prize team back with him to Canada and this was the first introduction to Canada of fine-blooded thoroughbreds.

But here's the main point. Louis Cyr started out in life a weakling—sick in mind, infirm in body, a poor puny figure, but with an over-mastering idea: the vision that he could—and would—become known as the strongest man who ever lived. He achieved his life's ambition.

Many other men have done the same. The interesting point of the whole story is this: that while it is pretty generally understood that a man can be just about as strong as he makes up his mind to be, provided he will exercise intelligently, so few seem to understand that the mind of man, like his muscles, can be developed to where it can do

practically anything he may ask of it, from earning money and success to winning pre-eminence in any walk of life.

## Directed Thought

In this day and age *nothing is impossible*. Aeroplanes whirr overhead. Motor cars speed over gigantic bridges. Submarines glide through ocean depths. Tall buildings pierce the very clouds. Trains rumble beneath wide rivers and the streets of great cities. Electricity, the silent servant, cooks, cleans, heats, freezes, and does countless other tasks. The world's greatest musical artists of this and other years are made articulate by a steel needle on a small black disc. London talks to New York by wireless.

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studied this amazing booklet. No matter what you *think* you can do or can not do by your own efforts, you will find this monumental work reveals an astonishing definite discovery which opens new and immediate possibilities for you. It can indeed be the Master Key of your Life, Affairs, Success and Happiness, which you have always been seeking but never found. It will reveal to you the calm, clear truth about a force that can fulfil your every lawful desire . . . a force your mind lazily heretofore left undeveloped.

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D. J. PARRY,

Clerk of the County Council.

Glamorgan County Hall,  
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26th January, 1952.

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## LOCAL GOVERNMENT AND PUBLIC ADMINISTRATION EXAMINATIONS

The next session will be held on 10th, 11th, & 12th June, 1952.

For further details, syllabus and entry forms, apply to The Secretary,

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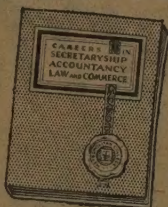
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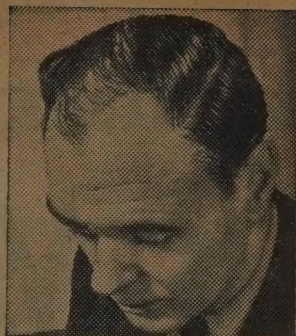
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## THE SILVIKRIN GUIDE TO HAIR HEALTH

No. 3

## Receding Hair



**The cause** A man may begin to suffer from receding hair at any time between the ages of twenty-five and fifty. This type of hair trouble (known as Premature Senile Alopecia) is not associated with severe illness. Often it can be said that the strain of modern life has affected the very foundation of hair health. The scalp loses tone, tightens on the skull and restricts the circulation to the hair roots — and the body itself no longer supplies enough of the amino-acids which form hair protein. Thus cut off from its natural food, the hair withers away.

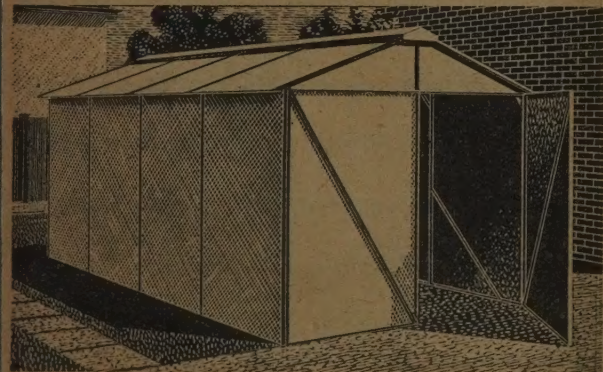
**The right approach** This condition must be treated as serious, from the very start. Regular massage will tone up the scalp by stimulating a healthy flow of blood in the capillaries. But, above all, additional 'raw materials' for the hair must be supplied to the hair roots from outside the body. For this vital purpose, regular massage with Pure Silvikrin is essential. For Pure Silvikrin is a concentrated organic solution containing all the 18 amino-acids that hair needs to grow and thrive.

Use Pure Silvikrin in severe cases of dandruff and thinning hair. (12/6 for a month's supply). As a daily dressing, use Silvikrin Hair Tonic Lotion, or, for dry heads, Silvikrin Lotion with Oil, Both 2/9 (large economy size 4/10). All prices include tax.

**Silvikrin**  
THE HAIR'S NATURAL FOOD

SP-18

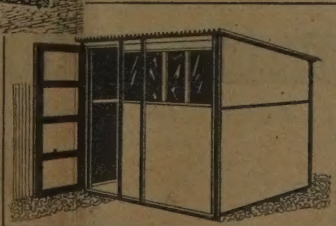
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